



CMI

College of the Marshall Islands

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The College of the Marshall Islands Faculty Senate

SPECIAL Meeting, MAY 8, 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: 25

Not Present/Unexcused During the Meeting: 27

On Leave or Excused, Others: (Faculty giving final exams)

Time Meeting Started: 11:10 AM

EXECUTIVE SUMMARY

The Faculty Senate convened to address matters relating to governance, faculty welfare, and institutional effectiveness. The Senate approved the previous meeting minutes and deferred the election of new officers until August after no nominees accepted the presidency. Faculty expressed concerns regarding contract renewals, salary progression, and the need for greater transparency and predictability in employment decisions. The Human Resource Committee reported ongoing work on salary scale revisions, while the Institutional Effectiveness Committee highlighted record-high participation in Student Learning Outcome planning and assessment activities.

The Senate introduced Resolution No. 2 to formalize the responsibilities and reporting obligations of faculty representatives and approved holding one Faculty Senate meeting during the summer term to ensure continued faculty representation in institutional governance. Additional discussions focused on overload compensation, the Annual Work Retreat, a Faculty Senate graduation photoshoot, and the exploration of an Early Alert System to improve attendance monitoring and learner support.

In her closing remarks, the Faculty Senate President emphasized the importance of documentation, accountability, and collective action in addressing faculty concerns and advancing institutional improvement. She encouraged faculty to remain united, advocate for their rights, and uphold a culture of transparency, fairness, and shared governance.

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.



A. Approval of Previous Meeting Minutes

Summary

The Faculty Senate reviewed the minutes of its previous meeting, during which the President emphasized the importance of promptly correcting misunderstandings to ensure the accuracy and integrity of official records. The Secretary summarized the prior meeting, noting the passage of six motions addressing governance matters, including the LEAP Committee, Human Resources Committee, special meetings and elections, the Faculty Senate retreat, bylaw amendments for adjunct faculty representation, and transparency in consultancy opportunities. Following the review, the Senate approved the April 24 meeting minutes by voice vote, with one abstention.

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

B. Election of New Faculty Senate Officers

Summary

The Faculty Senate initiated the election process for the next Senate President, whose term would begin in August to allow for a smooth leadership transition. Several faculty members were nominated; however, each respectfully declined, citing significant existing responsibilities, ongoing academic and institutional projects, limited experience, or concerns about balancing the demanding nature of the presidency with other commitments. Discussions highlighted the qualities considered essential for the role, including institutional knowledge, strong advocacy skills, and the ability to represent the collective interests of the faculty during a period of anticipated leadership transition at the College. In the absence of willing candidates, the Faculty Senate Secretary moved to defer the election until August. The motion was seconded and approved unanimously, with the current officers noting that they might not be available to oversee the election at that time.

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

C. Contract Renewal

Summary

The Faculty Senate President raised concerns regarding the contract renewal process, emphasizing the uncertainty faced by faculty members whose contracts are nearing expiration. She stated that information received through department chairs indicated a decision by the Interim President to offer two-year contract renewals; however, as of the meeting, contract proposal is being finalized. The President expressed concern that the absence of timely contract offers leaves faculty unable to make informed decisions regarding employment, salary negotiations, family obligations, and long-term residency plans.

She further argued that the current process is unfair to both faculty and the institution, as employees may not know whether they will remain employed until shortly before their contracts expire. The President reiterated the Faculty Senate's longstanding position that contract renewals should be determined well in advance—ideally at least six months



before expiration—to provide faculty with sufficient time to plan and to enable the College to recruit replacements when necessary. The discussion underscored the broader need for a more transparent, predictable, and employee-centered contract renewal process.

[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.

COMMITTEE REPRESENTATIVES Parliamentary Debate/Discussions

A. HUMAN RESOUCCE COMMITTEE

Summary

Faculty Senate representative reported that the Human Resource Committee is reviewing the College's salary scale policy and developing a new system for determining employee placement and salary progression. Questions were raised regarding whether any future salary adjustments would apply to existing contracts or only to future appointments, as well as concerns that salary increments based on years of service may not have been consistently implemented. The representative noted that additional HR policies are under development and emphasized the need to consult faculty before providing feedback on proposed salary scale options to ensure that faculty views are adequately represented. The President then invited reports from other committee representatives.

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

B. INSTITUTIONAL EFFECTIVESS COMMITTEE (IEC)

Summary

The Institutional Effectiveness Committee (IEC) representative reported significant progress in assessment and planning activities, announcing a 96% submission rate for Student Learning Outcome (SLO) plans—the highest recorded to date. Faculty were encouraged to sustain this momentum by effectively implementing their plans and submitting timely reports. The representative also expressed appreciation to faculty members who participated in the CESSI survey, noting a 100% completion rate among selected participants and commending their strong engagement in institutional assessment activities.

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

C. INFORMATION TECHNOLOGY COMMITTEE (ITC)

President Uriona: ITC from Rep.1 (JP) and Rep. 2 (WB)

Faculty 5: Colleague Rep 1 has been called sick while Rep.2 is not present.

The rest of the committee Reps were called to report. The body heard none.



III. URGENT BUSINESS Parliamentary Discussions/Debate

A. FACULTY SENATE RESOLUTION II

Summary

The Faculty Senate introduced Resolution No. 2, a proposal intended to formalize existing practices regarding the roles and responsibilities of faculty representatives serving on Senate committees. The resolution seeks to strengthen accountability, transparency, and communication by clearly defining representatives' obligations to report committee activities and keep faculty informed of institutional matters.

The President noted that committee service is currently voluntary but emphasized that such work requires significant time and effort and should eventually be recognized through workload or credit allocation. The resolution was presented for review only, in accordance with the Senate bylaws, and will be scheduled for discussion and possible adoption at a future meeting.

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

B. MEETING DURING SUMMER TERM

Summary

The Faculty Senate discussed governance activities during the summer term, emphasizing the importance of maintaining faculty representation in standing committees and the Executive Council. Members expressed concern that institutional decisions may continue to be made during the summer without adequate faculty input if committee representatives are inactive or unavailable. Faculty representatives were encouraged to designate proxies when unable to attend meetings to ensure continuity of representation and communication.

To strengthen faculty oversight during the summer, a motion was introduced and seconded to hold one Faculty Senate meeting during the upcoming summer term. The motion passed unanimously, establishing a single summer meeting while clarifying that any future summer meetings would require a new motion and approval by the Senate.

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

C. ANNUAL WORK RETREAT

Summary

The Faculty Senate Secretary reported that preparations for the Annual Work Retreat are complete. The required approvals and procurement processes were completed efficiently, with vendor payments finalized within five days. The Secretary acknowledged the Business



Department for its timely support and noted that the process represented a significant improvement compared to the previous year's experience.

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

D. SPRING TERM OVERLOAD PAYMENT

Summary

Faculty members discussed the anticipated timeline for receiving overload compensation for the spring semester. It was reported that payment is expected by the next payday, contingent upon faculty submitting final grades and completing the required faculty exit process. Department chairs must verify that faculty have fulfilled their responsibilities, after which the Dean will complete the final approval process.

While some participants expressed optimism based on recent communications from the Dean, others noted that similar assurances had not always resulted in timely payment in previous semesters due to delays in Business Office processing. The discussion concluded on a hopeful note, with faculty expressing cautious optimism that overload payments would be processed as scheduled.

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

E. FACULTY SENATE GRADUATION PHOTOSHOOT

Summary

The Faculty Senate Secretary announced that a Faculty Senate photoshoot will be held prior to graduation, with invitations already sent to faculty members. The Media Center has confirmed its support in organizing the event. The photoshoot is intended to establish an annual practice of updating official faculty photographs for use on departmental and institutional websites, as well as in College publications and other communication materials. Faculty members were reminded to check their email for the scheduled time and to watch for additional reminders before the event.

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

F. EARLY ALERT SYSTEM

Summary

The Faculty Senate revisited the concept of an Early Alert System designed to monitor student attendance and connect at-risk students with institutional support services. Members recalled that a previous spreadsheet-based system automatically notified advisors and key offices, including Financial Aid, the Business Office, and Counseling Services, when attendance concerns arose. However, the system was eventually discontinued due to changing institutional perspectives on the role of attendance in student evaluation and the departure of its developer. Faculty discussed alternative approaches, including electronic ID-based attendance tracking and biometric systems, while also raising concerns about student



privacy and the implications of attendance policies on financial aid eligibility. Several members observed a positive relationship between class attendance and academic performance and noted inconsistencies in attendance practices across courses. Recognizing the need for further study, the Senate agreed to form a small working group to explore attendance monitoring and early alert strategies and develop recommendations for future consideration by the College.

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

IV. 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.

Closing Remarks of the Faculty Senate President

In her closing remarks, the Faculty Senate President reflected on the challenges encountered during her two-year term and emphasized the importance of documentation, transparency, and accountability in addressing faculty concerns. She urged faculty members to formally document issues and grievances, noting that institutional change requires evidence and records rather than informal complaints or rumors. The President stressed that silence and inaction can allow problematic practices to persist and encouraged faculty to support one another and speak up when concerns arise.

She further emphasized that meaningful change is demonstrated through consistent actions and that faculty must remain vigilant in protecting their rights and promoting a culture of fairness and professionalism. Concluding her remarks, the President expressed gratitude for the opportunity to serve the Faculty Senate, acknowledged the uncertainty of her future at the College, and encouraged faculty to continue advocating for themselves and their students. She reiterated that the strength of the Faculty Senate depends on unity, open communication, and a shared commitment to truth and accountability.

The May 8, 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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