



CMI

BOARD OF REGENTS

College of the Marshall Islands

Accredited by the Accrediting Commission for Community and Junior Colleges (ACCJC)

P.O. Box 1258

Uliga Campus

Tel: (692) 625-3394/3291/4931

Fax: (692) 625-7203

Email: bor.regents@cmi.edu

Regular Board of Regents Minutes - Approved January 20, 2025 - Continuation of December 2 Meeting

Members Present

Chairperson Kathryn Relang
Regent Salome Andrike

Regent Joe Lomae
Regent Marie Maddison

Regent Jelton Anjain
Student Regent Wilmer Joel

Member Absent/Excused

Regent Melet Jatios
Regent Julius Lucky

Regent Nimata Nakamura
Regent Kino Kabua

Regent Benjamin Wakefield

CMI employees in attendance:

Dr. David A. Newnham, President

Dr. Elizabeth Switaj, Vice President for Academic and Student Affairs

Stevenson Kotton, Vice President for Administrative and Business Affairs

Dr. Adedayo Ogunmokun, Vice President for Land Grant

Kelly Sebastian, Executive Officer/Executive Secretary for the CMI Board of Regents (ESBOR)

The meeting was called to order @ 9:32 AM

Agenda Items

1. Opening prayer & Roll call and call to order
2. Approval of the Agenda
3. President & Accreditation Update
4. Report and Recommendations/Approvals/Action
 - 4.1. Recommendation on ISLO & Resolution
5. Matters for information
 - 5.1. CMI Midterm Report November 2024
 - 5.2. CMI Fall 2024 Official Postsecondary Enrollment
 - 5.3. Proposal for Textbook & Tuition Fees Adjustment: CMI Free Textbook Program
 - 5.4. Student Complaint Report
 - 5.5. Water Truck and President's Residence Report
 - 5.6. Campus Closure for Holiday - December 21 to January 5
6. Other Matters
7. BOR request for future items and information
8. Executive Session



CMI

BOARD OF REGENTS
College of the Marshall Islands

Accredited by the Accrediting Commission for Community and Junior Colleges (ACCJC)

P.O. Box 1258

Uliga Campus

Tel: (692) 625-3394/3291/4931

Fax: (692) 625-7203

 Email: bor.regents@cmi.edu

Minutes

1. OPENING PRAYER, ROLL CALL, AND CALL TO ORDER

Chair Relang commenced the BOR meeting and asked VPLG Ogunmokun to open the meeting with a prayer. Chair Relang officially called the meeting to order at 9:32 AM.

2. APPROVAL OF THE AGENDA

Regent Maddison moved to adopt the Board's agenda, with the student story and standing committee reports eliminated from the agenda. Regent Anjain seconded the motion. The motion was unanimously approved.

3. PRESIDENT'S REPORT & ACCREDITATION UPDATE

- 3.1. President Newnham and the Senior Leadership Team continue the [President & SLT 4th Quarter Presentation](#).
- 3.2. President Newnham updated on the following:
 - 3.2.1. Spring Enrollment Update:
 - 3.2.1.1. Spring enrollment is currently at 988, compared to 999 last spring and 891 in the fall.
 - 3.2.1.2. This is a positive trend, as spring enrollment typically decreases compared to fall enrollment.
 - 3.2.2. New Appointments:
 - 3.2.2.1. Dr. Rosalie Bojos has transitioned from faculty to become the Director of Institutional Research and Assessment.
 - 3.2.2.2. Edward Alfonso has moved from being the Chair of STEM to becoming the Dean of Academic Affairs.
 - 3.2.2.3. Dean Va has returned to a faculty position.
 - 3.2.3. Annual Report Update:
 - 3.2.3.1. The 2023 & 2024 Annual Report will be sent electronically.
 - 3.2.3.2. Recipients include the Speaker and Minister Zackios.
 - 3.2.3.3. The plan is to complete and submit the reports by the end of the week.
- 3.3. Chair Relang encouraged Regents to review the midterm report, particularly areas related to their responsibilities, and to submit feedback by February 14.
- 3.4. VPASA shared that a ceremony was held for Maritime cohort internships, while a separate event for graduates is still being planned. They may also join the main graduation.
- 3.5. VPASA reported direct contact with contractors for the apprenticeship program, working with the Marshallese liaison.
 - 3.5.1. Chair Relang inquired about the World Bank ESSP project apprenticeship component, led by John Mar at NTC.
 - 3.5.2. President Newnham agreed to follow up on its status.
- 3.6.



CMI

BOARD OF REGENTS

College of the Marshall Islands

Accredited by the Accrediting Commission for Community and Junior Colleges (ACCJC)

P.O. Box 1258

Uliga Campus

Tel: (692) 625-3394/3291/4931

Fax: (692) 625-7203

Email: bor.regents@cmi.edu

- 3.7. Regent Maddison inquired about the Community Relations Committee (CRC), which used to meet monthly with the Chair being the Chief Secretary, and its involvement with USAG-KA and the Chamber of Commerce. NTC manages apprenticeships and employer contacts, covering about 50% of salaries.
 - 3.7.1. Regent Anjain shared that CRC now meets quarterly, though department heads haven't been invited to recent meetings.
 - 3.7.2. VPASA highlighted collaboration with NTC and the Chamber of Commerce, mentioning a funded advanced group.
- 3.8. Regent Andrike mentioned recent graduates, including welders and electricians, looking for jobs but facing delays due to NTC's response.
 - 3.8.1. VPASA Switaj confirmed NTC's lack of response, and President Newnham suggested a follow-up.
 - 3.8.2. Regent Anjain asked about tracking these graduates, especially 31 from a recent boot camp, to monitor their job placement.
 - 3.8.3. VPASA Switaj shared that they typically track graduates' placements, though data for the recent boot camp is not yet available.
- 3.9. Regent Maddison emphasized the need for a system to track apprenticeship outcomes in collaboration with training and employment agencies.
 - 3.9.1. VPASA confirmed that the ESSP project is working on setting up a One Stop Shop for employment seekers, though the current status of the project is unclear.
- 3.10. Chair Relang discussed strengthening collaboration with the Chamber of Commerce, particularly through a presentation to help connect students with businesses for apprenticeships. Rigieta represents CMI at the Chamber, and the possibility of having a session with them was revisited, potentially involving the Ebeye Chamber of Commerce if Regent Anjain confirms their activity.
 - 3.10.1. President Newnham mentioned a potential trip to Kwajalein in the first week of March to meet with colleagues and partners.
 - 3.10.2. Chair Relang suggested Regent Anjain stay involved in these plans.
- 3.11. Regent Andrike highlighted a recent business forum where private sector representatives raised concerns about a \$250 fee for non-residents, suggesting it be reviewed.
 - 3.11.1. President Newnham acknowledged the issue and emphasized the need to better track apprentices, and employment outcomes, and strengthen relationships with the Chamber of Commerce and NTC for workforce development.
 - 3.11.1.1. He also noted CMI's participation in the National Socio-Economic & Climate Change Summit, ensuring representation, including a female maritime program apprentice.
- 3.12. Chair Relang noted that these discussions recall sessions from the ACCT on AI and workforce development, suggesting the need to keep an open mind on how AI could support these efforts.
- 3.13. Chair Relang inquired about the IQBE grant, noting that it began in 2022 with \$382,000 and, as of 2025, remains at \$360,000 with minimal spending.
 - 3.13.1. VPBAA Kotton explained that the grant reporting reflects the fiscal year, and the team is coordinating reimbursements with the Ministry of Education. The Grants Office is actively working on this, with reimbursements expected soon.



CMI

BOARD OF REGENTS

College of the Marshall Islands

Accredited by the Accrediting Commission for Community and Junior Colleges (ACCJC)

P.O. Box 1258

Uliga Campus

Tel: (692) 625-3394/3291/4931

Fax: (692) 625-7203

Email: bor.regents@cmi.edu

- 3.13.2. VPASA clarified that while expenditures have been made, the reported amount only reflects what has been reimbursed so far.
- 3.14. President Newnham reported that regarding the Land Grant contribution, Dr. Adedayo has been coordinating with the Land Grant director and now has Minister Zackios' email to work directly with him.
 - 3.14.1. The director, who was on holiday, has returned and will be connecting with Minister Zackios soon.
- 3.15. VPBAA reported that the Director of Finance position remains open due to a lack of qualified candidates, but international recruitment continues, and two remote consultants from Mexico have been hired to assist, making significant progress.
- 3.16. Regent Maddison raised concerns about the decline of Tacca Starch (Makmok) in the Marshall Islands, attributing it to various factors, including radiation and changing practices.
 - 3.16.1. She highlighted the importance of traditional knowledge, conservation efforts, and research on resilient plant species.
 - 3.16.2. She also emphasized potential collaborations with organizations like MIOFA, MIMRA, and the Marshall Islands Conservation Society, noting the need for government involvement in projects such as the Ailuk conservation initiative.
- 3.17. Chair Relang inquired about discussions with the Marshall Islands Mayor's Association (MIMA) annual meeting.
 - 3.17.1. VPBAA Kotton explained that while CMI is usually invited, it was not included in the last meeting due to ongoing confusion within the government, where many agencies still believe CMI reports to PSS despite legislative changes.
 - 3.17.2. Chair Relang noted that this clarification will be addressed at next week's summit through the MOEST presentation, aiming to ensure better understanding among government agencies, SOEs, and outer island participants.
- 3.18. Chair Relang noted that people in Rairok harvest red algae, known as seabird's nest, from the ocean side, venturing further out on the reef where the water is cleaner and flows better.
- 3.19. Chair Relang suggested that VPBAA Kotton organize a meeting with Frank Armstrong during the upcoming regular board meeting for him to present the investment updates.
- 3.20. Chair Relang reminded the Board about the meeting with Daniel Roland from Raymond James Asia Pacific Group on Wednesday at 9 AM to discuss potential new investment managers.
- 3.21. Chair Relang shared that fieldwork for the fiscal year 2022 audit is expected to begin in February, with hopes for a smooth audit process and the efficient transition to audits for 2023 and 2024.
 - 3.21.1. The recruitment of two consultants to support the finance team is expected to help streamline the process.

4. REPORT AND RECOMMENDATIONS/APPROVALS

- 4.1. Recommendation on ISLO & Resolution



CMI

BOARD OF REGENTS

College of the Marshall Islands

Accredited by the Accrediting Commission for Community and Junior Colleges (ACCJC)

P.O. Box 1258

Uliga Campus

Tel: (692) 625-3394/3291/4931

Fax: (692) 625-7203

Email: bor.regents@cmi.edu

- 4.1.1. The President reported that the Executive Council recommended the Institutional Student Learning Outcomes (ISLO) and asked VPASA Switaj to provide the history.
- 4.1.2. VPASA Switaj explained that the ISLOs were established in 2011 but were not fully implemented until the last three years when direct assessments were conducted. The assessments showed students were meeting these outcomes, and improvements, such as increased library instruction, were made. After a full assessment cycle and discussions, the outcomes were reaffirmed, with possible revisions in three years.
- 4.1.3. President Newnham praised the team's work on valid assessments.
- 4.1.4. Chair Relang commended the outcomes, especially with the inclusion of Marshallese translations.

Student Regent Joel moved to [approve the Institutional Student Learning Outcomes \(ISLO\) Resolution](#). Regent Anjain seconded the motion. The motion was approved.

5. MATTERS FOR INFORMATION

- 5.1. CMI Midterm Report November 2024
 - 5.1.1. President Newnham encouraged board members to review the CMI Midterm Report for November 2024, direct any questions to the Board Chair, and highlighted the importance of dialogue across the institution and leadership for ACCJC evaluation.
- 5.2. CMI Fall 2024 Official Postsecondary Enrollment
 - 5.2.1. President Newnham reported a significant increase in enrollment during COVID, with a peak of 1,384 students in Fall 2022, followed by a decline in 2023 and Fall 2024.
 - 5.2.1.1. He emphasized the interconnectedness of enrollment and fiscal health and highlighted positive trends, such as an increase in students taking full-time or above and 8-week courses.
 - 5.2.1.2. He stressed the importance of student access, success, equity, and completion, and the need for strong pathways for Marshallese citizens.
 - 5.2.2. Chair Relang raised a question from Student Regent Joel about the rollout of the Marshallese Degree program, to which VPASA Switaj responded that the curriculum is still under development, but there are many students enrolled in Marshallese courses for general education credits, and they are exploring the possibility of offering degrees in this field.
 - 5.2.2.1. Chair Relang suggested incorporating a compact 101 course into the program, inspired by a discussion with Minister Zackios, emphasizing the need for a deeper understanding of the Compact.
 - 5.2.2.2. VPASA Switaj shared that two existing courses, Marshallese Government and History, cover some compact-related topics.
 - 5.2.2.3. Chair Relang asked about the depth of compact content, and VPASA Switaj mentioned needing to review the course outlines further.



CMI

BOARD OF REGENTS

College of the Marshall Islands

Accredited by the Accrediting Commission for Community and Junior Colleges (ACCJC)

P.O. Box 1258

Uliga Campus

Tel: (692) 625-3394/3291/4931

Fax: (692) 625-7203

Email: bor.regents@cmi.edu

- 5.2.2.4. President Newnham noted that as part of the curriculum review cycle, future modifications could include more compact-related content.
- 5.2.3. Chair Relang suggested sharing enrollment statistics publicly through outlets like social media or newspaper ads, as not many people visit the college website.
 - 5.2.3.1. VPASA Switaj confirmed the statistics are already available on the college website.
 - 5.2.3.2. President Newnham thanked Chair Relang for the suggestion, and assured that they would look into including the statistics in the next publication of Jilel and ensure clear communication and transparency with the public regarding enrollment.
- 5.2.4. Regent Maddison raised concerns about rushed decisions and insufficient research in Compact negotiations, particularly regarding the postal service extension and misinformation on social media
 - 5.2.4.1. VPBAA Kotton mentioned the lack of CMI representation on the education board, and while he represents the Ratak chain.
 - The role focuses on PSS guidelines, not broader education sector issues, causing tension with the Commission.
 - 5.2.4.2. Chair Relang noted that similar confusion exists within the Ministry of Justice.
 - 5.2.4.3. President Newnham clarified that CMI is autonomous, reporting to the board, not PSS, and highlighted efforts to preserve historical knowledge, especially concerning the nuclear legacy, through archiving.
 - 5.2.4.4. Regent Maddison added that CMI was once designated to handle nuclear-related issues, including declassified documents.
- 5.3. Proposal for Textbook & Tuition Fees Adjustment: CMI Free Textbook Program
 - 5.3.1. President Newnham shared that community colleges are focusing on reducing textbook costs for students by exploring open sources and one vendor solutions.
 - 5.3.2. VPBAA Kotton explained that the proposal aims to save costs for the college and make education more affordable by reducing the \$300 book charge, offering digital textbooks, and renting tablets or laptops to students.
 - 5.3.2.1. This approach, modeled on successful programs at other universities, will help address the challenges posed by high textbook costs and the geographical location of the college.
 - 5.3.3. Chair Relang emphasized the need to ensure all students have access to digital textbooks and questioned the cost and availability of tablets.
 - 5.3.3.1. VPBAA Kotton explained that students can either borrow or purchase tablets and described the textbook system as a "Netflix-style" subscription, providing access to various books and supplemental materials.
 - 5.3.4. Regent Anjain explained that Kwajalein School System partnered with ASU to create an offline library using a local server and repeaters, suggesting using CMI Starlink to access the server.



CMI

BOARD OF REGENTS

College of the Marshall Islands

Accredited by the Accrediting Commission for Community and Junior Colleges (ACCJC)

P.O. Box 1258

Uliga Campus

Tel: (692) 625-3394/3291/4931

Fax: (692) 625-7203

Email: bor.regents@cmi.edu

- 5.3.4.1. VPBAA Kotton compared the concept to Netflix, where students can download content, and mentioned that Cengage's Pacific representative will visit next week to explore collaboration with PSS.
- 5.3.4.2. President Newnham emphasized that students could download materials where the internet is available and access them offline at home.
- 5.3.4.3. Regent Anjain added that he discussed with NTA the possibility of expanding network access to other island schools.
- 5.3.5. VPBAA Kotton shared that the land cost and taxes for the tablets are still unknown, but they are collaborating with vendors to design CMI-branded tablets that can be tracked by the IT team. or the students depending on who.
- 5.4. Student Complaint Report
 - 5.4.1. President Newnham reported that there have been no filed student complaints or grievances, with the last formal complaint being resolved in 2023, and no complaints or reports from faculty or staff in Human Resources.
 - 5.4.2. Chair Relang asked if the grievance process was being reviewed and if barriers to filing grievances were being addressed.
 - 5.4.2.1. President Newnham confirmed ongoing discussions with the HR Director and faculty & staff opportunities on the Human Resource Committee.
 - The HR manual is updated annually, with changes publicized to the community.
 - Also noted efforts to ensure the grievance process is inclusive and equitable, and shared that attempts to contact a departing staff member have gone unanswered.
- 5.5. Water Truck and President's Residence Report
 - 5.5.1. Chair Relang reminded members that these two items were raised during the PAC hearing, and additional details were requested.
 - 5.5.2. President Newnham shared that the PAC requested investigations on two issues, the water truck and the president's residence.
 - 5.5.2.1. A memo from VPBAA Kotton addresses the history and reasons behind them.
 - 5.5.3. VPBAA Kotton reported that the water truck was purchased from a local vendor due to limited availability on the island.
 - 5.5.3.1. The purchase was made to address a backlog during a drought.
 - 5.5.3.2. The auditors will independently review these two issues raised in the PAC hearing.
 - 5.5.4. President Newnham reminded the Board that they provided all requested information to the PAC committee following Chair Zackios's questions, but we have not received any response back.
 - 5.5.5. VPBAA Kotton emphasized that any findings from the auditors will be addressed by the senior leadership team, with reports brought to the Board.
 - 5.5.5.1. Similar actions were taken in the past with previous complaints.



CMI

BOARD OF REGENTS

College of the Marshall Islands

Accredited by the Accrediting Commission for Community and Junior Colleges (ACCJC)

P.O. Box 1258

Uliga Campus

Tel: (692) 625-3394/3291/4931

Fax: (692) 625-7203

Email: bor.regents@cmi.edu

- 5.5.6. Chair Relang noted that the board was unaware of the costly items and questioned if there are policies on what requires board approval. Also emphasized the importance of discussing high-cost items like the presidential residence.
 - 5.5.6.1. President Newnham acknowledged no formal reporting requirement for expenditures to the Board but stressed the importance of clear communication with the Board regarding unusual transactions, especially those of high cost or emergency nature.
 - 5.5.6.2. VPBAA Kotton explained that the decision to address the water issue was based on a national disaster, drought and public demand.
 - CMI's water is used for cooking and drinking, and the public is reluctant to use MWSC water.
 - Emphasized that the RO system has been operating continuously to prepare for future droughts, and receiving complaints is common when issues arise.
 - 5.5.6.3. VPASA Switaj shared that she reviewed the situation closely and was reassured that the investment would eventually be reimbursed, with the expectation now met.
- 5.5.7. Regent Maddison explained that concerns arose due to a recent government advance for warehouse construction that was misused, and the vendor's connection to local leaders, raising questions about the vehicle purchased.
 - 5.5.7.1. President Newnham assured the Board that any anomalies would be reported, particularly if it could attract public attention, and emphasized transparency.
 - 5.5.7.2. Regent Maddison suggested a formal arrangement for water provision during disasters, with a government declaration ensuring reasonable costs and clarity.
- 5.5.8. President Newnham explained that CMI provides around a sum amount annually in services and goods to the government.
 - 5.5.8.1. Emphasized the need for recognition of these contributions and the importance of documenting them for future funding requests.
- 5.5.9. VPBAA Kotton explained the history of acquiring the President's residence and related property, and mentioned ongoing rental payment issues.
- 5.5.10. Chair Relang recommended involving legal counsel to review documents and ensure the agreement benefits CMI has the first step.
 - 5.5.10.1. Student Regent Joel seconded the recommendation, and the motion was agreed upon.
- 5.5.11. Regent Lomae recommended this. We already discussed this in the previous board meetings. But maybe we can make this as a mandatory, any instrument or agreement that is coming out of Cmi that needs to go to our legal counsel to get his opinion. noted to safeguard us from. You know, any potential litigation in the future or whatnot
 - 5.5.11.1. Chair Relang seconded this recommendation.
- 5.5.12.



CMI

BOARD OF REGENTS

College of the Marshall Islands

Accredited by the Accrediting Commission for Community and Junior Colleges (ACCJC)

P.O. Box 1258

Uliga Campus

Tel: (692) 625-3394/3291/4931

Fax: (692) 625-7203

Email: bor.regents@cmi.edu

5.5.13. VPBAA Kotton shared that there are no clear guidelines for entering into leases and contracts at CMI.

5.5.13.1. Drafting the guidelines for all contracts, which will be reviewed by management, the EC, and then presented to the Board to become policy.

5.5.13.2. This will help the Board know what to approve or review.

5.6. Other Matters

5.6.1. Student Regent Joel inquired about issues with payments to EZ Price, noting delays due to debts owed by the college.

5.6.1.1. Chair Relang highlighted the need to identify when vendors raise such concerns for proper action.

5.6.1.2. President Newnham emphasized the college's commitment to addressing payment challenges promptly and recommended reporting any issues immediately for swift resolution.

5.6.2. President Newnham shared that Director Jessio Latrick has transitioned to the business department to teach business, aligning with his expertise. Ruthy Maun has moved from procurement to become the director of Arrak.

5.6.3. President Newnham shared that efforts are ongoing to fill the FABS Director and Internal Auditor positions, exploring offshore temporary employment while seeking qualified candidates. He encouraged using networks to help find suitable candidates.

5.6.3.1. VPBAA Kotton added that they are also seeking local qualified candidates for other vacant director positions, but some have hesitated due to potential backlash from their current ministries.

5.6.4. Student Regent Joel commended the senior leadership team, student government, and everyone involved in organizing a successful welcoming program.

5.6.4.1. Miss Pacific also posted a video statement on the navigators page congratulating the college and students.

5.6.5. Regent Lomae raised concerns about a bill in Nitijela that could divert revenue from the syntax amendment to PSS and MOHSS, potentially impacting CMI.

5.6.5.1. President Newnham highlighted the lack of accounting for sin tax revenue received by CMI, making it difficult to assess potential financial impacts if government funding is reduced.

- Without proper documentation, it's hard to make informed decisions or evaluate the impact on CMI's financial situation.

5.6.5.2. Chair Relang requested Regent Lomae to inform the board if there will be a public hearing on the bill, so they can contribute their perspective at the hearing for the government's record.

5.6.6. Chair Relang shared that she, President Newnham, and Kelly will attend the National Legislative Summit in Washington, DC, from February 9-12

5.6.6.1. Plan to meet with the RMI Ambassador to discuss various matters and explore potential side meetings about Pacific Island College Boards. If not at the summit, they will meet with colleagues at ACCT in March.

5.6.6.2. Once more details are confirmed, Chair Relang will share them.



CMI

BOARD OF REGENTS

College of the Marshall Islands

Accredited by the Accrediting Commission for Community and Junior Colleges (ACCJC)

P.O. Box 1258

Uliga Campus

Tel: (692) 625-3394/3291/4931

Fax: (692) 625-7203

Email: bor.regents@cmi.edu

5.6.6.3. Additionally, members of the Land Grant Board are discussing relevant items for the Island College Board.

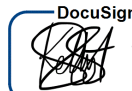
5.7. Campus Closure for Holiday - December 21 to January 5

6. BOR REQUESTS FOR FUTURE ITEMS AND INFORMATION

7. EXECUTIVE SESSION

Next Board Meeting will be on February 24 at 9 AM.

Meeting adjourned @ 12:35 PM

DocuSigned by:

C1B15922CD0248A...

Scribe

Kelly Luce Sebastian,
Recording Secretary

DocuSigned by:

3DEA0F855553420...

Reviewed & Approved by

Kathryn Relang,
Chair, Board of Regents

March 3, 2025

Date Approved