

College of the Marshall Islands
Friday, October 22nd: 11:10 AM – 12:00 PM
Faculty Senate – Minutes of Discussion

Chair: Alvin Page – FS President

Deputy Chair: Rosalinda Sumaoang – FS Vice President

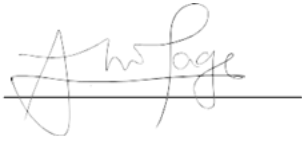
Minute Taker: Alexander Velasquez – FS Secretary and Treasurer

Quorum: 23 required, 31 in attendance; quorum reached.

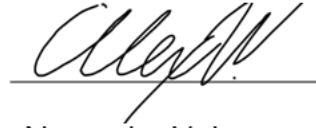
1. The meeting was called to order.
 - i. **Quorum was reached at 11:17 AM**
2. The College Mission Statement was read.
3. Review of the Minutes from October 8th, 2021
 - i. The minutes were approved and seconded with one abstention.
4. Executive Council & Executive Officers' Report
 1. There was a meeting on Wednesday, October 20th
 - a. The problem with the adjunct and overload contracts were taken care of, and the overload payments should be posted to bank accounts by Monday at the latest.
 - b. There will be a celebration for first-generation college student success from 4:00 PM onward on November 8th.
 - c. Some students have complained that they sometimes feel discriminated against because of the island that they came from.
 - i. Example: A student will come in late to a class, and another student might respond with something like, "You're late because you're from _____ atoll or _____ island."
 1. As faculty, we should watch out for this and report it for disciplinary action.
 - d. Vehicle approval has been moved from the director of security to the VP.
 - i. To book a car will be like booking the board room: An electronic system will be in place to book the car.
 1. The reason for the system is to prevent overbooking.
 - e. Faculty need to review the Faculty Senate by-laws to send to EC to have them done for next year.
 - i. A sub-committee was formed for this purpose on the April 23rd, 2021 Faculty Senate meeting (please see minutes).
 1. The sub-committee consists of Adedayo Ogunmokun, Alvin Page, and Mylast Bilimon.
 - f. In September of 2020, a report was done on housing costs for faculty, and a decision was made to keep the coverage for housing at \$750.
 - i. The report will be circulated via email.
 - g. There was a faculty concern brought up at EC that 15 credits per semester is a large workload, as faculty are expected to teach overloads on top of the 15 credits. Additionally, faculty are asked to provide evidence for their PMS, to serve on numerous committees, to provide additional academic coaching, and to provide office hours; all of this is asking faculty to go above and beyond.
 - i. President Dr. Irene Taafaki is also concerned about faculty burnout.
 - ii. So, to compensate for the heavy work load, conversation was had at EC to lower the full-time load to 12 credits instead of 15; the other alternative was to drop PMS.
 1. This led to a long discussion during Faculty Senate about faculty thoughts about PMS.

- a. One instructor said that its original intent was for it to be an evaluation system but has developed into a reward system.
 - b. Another instructor said that it would be a good idea for HR to come and have a discussion with faculty about the evaluation system.
 - c. A quick poll was taken to ask the Faculty Senate how they felt about PMS:
 - i. 2 like PMS.
 - ii. 2 don't care.
 - iii. 9 do not like it.
 - iv. The majority did not vote.
 - h. With the designated drop-off zone taking up space, parking space for faculty who bring vehicles to work is limited.
 - i. So suggestions were brought up at EC to improve parking.
 - i. Another issue brought up was the after-hours noise in the dorms; students from the dorms also come late to class tired and sleepy.
 - i. So suggestions were brought up to prevent this reoccurring issue.
 - j. Nomination for a new EC member to replace Adedayo has been taken online.
5. Human Resources Committee
 - i. Two policies have been changed:
 - 1. Transportation: The transportation policy has been amended to improve travel for workers who work out in the centers outside of the Uliga campus. (The prior transportation policy was only for Uliga campus employees.)
 - 2. Meeting Time: HRC will now meet once a month. (HRC used to meet quarterly.)
6. Curriculum Committee RSA
 - i. The Committee met on Monday.
 - 1. They discussed the curriculum that will impact the development of the country.
 - a. Issues of focus in this curriculum will include climate change and entrepreneurship, among many others, to sensitize the students to issues and solutions for the improvement and development of the RMI.
 - 2. They also discussed on how to improve open and online learning.
7. Enrollment Management Committee
 - i. The minutes from the previous meeting on October 7th were circulated via email to all faculty, as well as printed out and distributed for all faculty who attended Faculty Senate.
 - 1. Please refer to the minutes for detailed information regarding the meeting.
8. Plant & Facilities Committee
 - i. CCTV Policy
 - 1. Faculty are against having cameras in the classroom.
 - a. A letter will be drafted on faculty dissent toward having cameras in the classroom.
 - i. However, there are plans to put more cameras outside to prevent vandalism and for general security purposes, in the science labs for safety and security, and the tech labs for security.
9. Learning Services Committee
 - i. Faculty Senate needs a representative for this committee.
 - ii. The LSC carnival may be on the first week of November so that students will be aware of what support they can get from LSC before finals. There will be more on this when the carnival is confirmed.
 - iii. The next meeting will be on November 11th.
10. New Business
 - i. Discussion About Faculty Senate Attendance Log

1. The Faculty Senate Secretary sent out his opinion about how FS should proceed with the attendance log:
 - a. Letters of commendation should go to faculty who have a record of roughly 90% attendance or more (just like an 'A' in a class).
 - i. There are approximately nine meetings (including this one) left in the school year.
 1. So, if faculty attend all nine meetings, then $9/9 = 100\%$.
 - a. This will merit a letter of commendation.
 2. All faculty will also receive one excused absence. An excused absence will not count against a faculty member, but neither will it help; it will simply reduce the number of meetings from their overall.
 - a. So, if a faculty member has one excused absence and attends the rest of the meetings for the year, then $8/8 = 100\%$.
 - i. This will also merit a letter of commendation.
 3. If a faculty member has one excused absence and misses another meeting, then $7/8 = 87.5\%$.
 - a. This will also merit a letter of commendation.
 - 4. Any faculty who misses more than one meeting will, unfortunately, not merit a letter of commendation.**
 - b. There was a motion for faculty to merit, and receive, a letter of commendation if they attend roughly 90% of the Faculty Senate meetings for the rest of the year, beginning with this meeting.
 - i. The motion was seconded without abstention.
 2. There was another motion to restart the Faculty Senate attendance log starting from today's meeting, October 22nd, as the move to circulate an attendance log was only recently proposed by Faculty Senate.
 - i. The motion was seconded without abstention.
 3. To clarify, the letter of commendation could be used on PMS as service to the community.
 - ii. **There was a motion to move the New Business section of the agenda below the Special/Urgent Business, as well as for all reports from every committee to be circulated online via email so that during Faculty Senate meetings the only matters that committees discuss are what are needed for faculty input.**
 1. **The motion was seconded without abstention.**
 - iii. Discussion for Motion to Have One Faculty Senate Meeting Per Month Instead of Two
 1. First, we will have a trial period with moving the above changes and see how the meetings go; if successful and the meetings are significantly shorter, then this may be something worth discussing in the future.
 - iv. Discussion for Motion for All FS Committee Representative Reports to Be Sent Via Email to All Faculty Members Two Days Before Meeting
 1. This would require a change in the by-laws.
 - a. The Senate by-laws will be reviewed by the sub-committee. (See 4e above.)
 - v. The rest of the items under New Business were tabled for the next meeting.
11. Announcements
 - i. Faculty who would like to volunteer to serve on the IRB Institutional Research Board should send a letter of intent to Cheryl Vila
- 12. Meeting Adjourned at 12:04 PM.**

Handwritten signature of Alvin Page in cursive script, positioned above a horizontal line.

Alvin Page
Faculty Senate President

Handwritten signature of Alexander Velasquez in cursive script, positioned above a horizontal line.

Alexander Velasquez
Faculty Senate Secretary/Treasurer