

College of the Marshall Islands
Friday, March 25th: 11:10 AM – 12:00 PM
Faculty Senate – Minutes of Discussion

Chair: Alvin Page – FS President

Deputy Chair: Rosalinda Sumaoang – FS Vice President

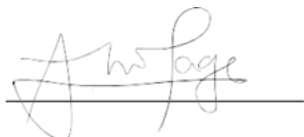
Minute Taker: Alexander Velasquez – FS Secretary and Treasurer

Quorum: 23 required, 31 in attendance.

1. The meeting was called to order.
 - i. **Quorum was reached at 11:13 AM.**
2. The College Mission Statement was read.
3. Review of the Minutes from February 25th, 2022
 - i. Minutes were approved and seconded with no abstentions.
4. Special/Urgent Business
 - i. An invitation sent for Trivia Night: Anyone who wants to enter needs a team of six along with a \$30 donation to CMI payable at the library. The purpose of Trivia Night is to fundraise for, and celebrate, CMI. The Money will go to the endowment fund, although confirmation is needed for this.
 1. Trivia night will be April 7th: 6:30 PM – 8:30 PM
 - ii. The housing discussion is off the table for now because the Housing Policy was approved by the Executive Council (EC) last week:
 1. \$750.00/month for a single renter,
 2. a maximum of \$1000.00/month for two people sharing an accommodation when both people are under full-time contract with the College or up to \$500 when the spouse/partner is working for another organization and also receiving a housing benefit.
 - a. Anything more than these amounts *will* be taxed by the RMI government.
 - i. Maybe another discussion could be had about how more can be provided from the College for faculty.
 1. These could come in the form of non-cash benefits, such as the vouchers provided for by the ENRA program.
 - ii. However, one faculty member raised the issue that even if the money is taxed, the money will still be beneficial to us faculty.
 1. Nevertheless, the housing policy has already been approved at EC.
5. New Business
 - i. a. Extra Credit Workload Payment for Master's and PhDs
 1. Question: Why is it a \$100 raise per credit for those with a Master's degree but only a \$50 raise for those with an PhD?
 - a. This needs to be discussed with HR in further detail.
 - ii. Teaching Positions Are Not Clearly Mentioned by CMI
 1. Faculty at CMI are designated as instructors, but there is no ranking/promotional system. One faculty went from being an assistant professor down to instructor upon working at CMI.
 - a. If there is a promotional structure, then that's how a pay increase is traditionally given.
 - i. This could also encourage faculty to stay at the College for longer.
 - b. This is another question that should be discussed with HR further in detail.
 - i. **However, it should be noted for future reference that the tenure system is illegal in the RMI.**
 - iii. Help Needed in General Education

1. The General Education Committee is made up of the chairs of CMI's departments (e.g. Liberal Arts, Developmental Education, etc.)
 - a. But one faculty member on the committee would like a *collective* idea of what we want General Education to be at CMI – and not just from the faculty chairs. It could be an innovative meeting where faculty figure out where we want to go, thinking about an overall perspective with what we want our students to come out of after a general education at CMI.
 - i. The details of the meeting will be announced via email.
- iv. Honors Program
 1. CMI is currently discussing the Honors Program, and the College is trying to bring it back, as there is a small percentage of students who would like to be challenged more than what they currently are. Some students end up transferring because they are not academically challenged enough.
 - a. As a result, some faculty may be doing more than what is currently required in terms of teaching.
 - i. Although one faculty member mentioned that it would be a good idea to have students attend annual student conferences, as early exposure to that sort of academic challenges may give them the challenges that they seek.
 1. This could be incorporated by faculty as a part of the Honors track in each of their own classes.
 2. There will be a council or committee with how the Honors Program should look like.
 - a. For Example: Will the Honors Program consist of separate courses or be in the same class as everyone else with a separate track/set of assignments as the other students?
 3. The Honors Program will also aim to fill the gap students need to complete their Capstone.
 4. The email proposing the Honors Program has been sent and circulated to all faculty members. Faculty are encouraged to read the document and comment on it.
 - a. The Comments will be due next week so that the comments can be forwarded to the chair of the committee.
- v. Policies from the LEAP Committee
 1. The LEAP Committee has sent eight documents.
 - a. In particular, CMI Policy No. 361 (Grades and Grading Policy) was discussed:
 - i. **All faculty are expected to contain grading their records within Moodle. This is non-negotiable and will begin Fall 2022.**
 1. One faculty member raised the point that there should be some sort of training given to instructors on how to set up the gradebook on Moodle, as it can sometimes be tricky to get the gradebook right.
 2. Faculty midterm grades will be automatically imported from Moodle, but final grades will be manually done on SIS.
6. Executive Council & Executive Officers' Report
 1. The most significant report, for faculty purposes, was the approval of the Housing Policy (discussed in detail in 4ii above).
7. Curriculum Committee RSA
 - i. On March 7th and March 21st, CC looked at many course outlines for the new Agroforestry Associates Program:
 1. AGF 106 - Concepts in Agroforestry and Terrestrial Ecosystems was approved
 2. AGF 107 - Nutrient Dynamics in Agroforestry was approved
 3. AGF 108 - Food Sovereignty: Traditional crops for Healthy Lifestyle was approved
 4. AGF 201 - Silviculture Systems in Agroforestry Management was approved

5. AGF 203 - Agro-Industry Products was approved
 6. AGF 204 - Textiles & Plant-Based Cultural Arts was approved with the suggestion of editing the format and that it can be an elective for LA.
 7. AGF 205 - Climate, Food Security, and Health was approved
 8. AGF 206 - Food Preservation and Safety was approved
 9. AGF 230 - Agroforestry Internship II was approved
 10. AGF 231 Agroforestry Internship I was approved
- ii. Please look at the documents and feel free to comment on them.
8. Institutional Effectiveness Committee
 - i. The recommendation was approved to put CMI's Values on an "obon" and placed in each of its buildings.
 - ii. The Prioritization List for FACETS Cycle 1 was approved.
 - iii. Accreditation Update:
 1. Standard I.B.1: *The institution demonstrates a sustained, substantive and collegial dialog about student outcomes, student equity, academic quality, institutional effectiveness, and continuous improvement of student learning and achievement.*
 - a. The Dean of SS mentioned the importance of "student equity" and shared the following:
 - i. Student's learning and achievements needed to be considered more efficiently.
 - ii. Additions to the disciplinary codes needed to be carefully considered to endure that students are treated fairly.
9. Enrollment Management Committee
 - i. The Registration Policy was approved.
 - ii. The Students Rights Policy has not been approved yet.
 - iii. Now is a good time for faculty to comment on the Justice-Impacted Students Policy and the Communicable Disease Policy for Students.
 1. These policies were emailed to faculty on the 17th of March.
 - iv. Dr. Elizabeth emphasized at the meeting that if you are sitting on a committee, you should feel free to share the documents circulated in your particular committee with the rest of the faculty.
 1. We also have to be careful with the privacy settings so that only faculty are able to see and comment on the documents and to ensure that students and non-authorized personnel cannot access the documents.
 - v. There was also discussion had about why so many students are part-time.
 1. There could be many variables, such as students unable to afford full-time tuition, or students struggling to juggle both work and school, students could be tired of trying to add classes that are already full, and so on.
10. Plant & Facilities Committee
 - i. The first floor of CCCR2 has a rat infestation. Plant & Facilities have been covering up holes and trying to stop leaking during heavy rain.
 11. Information Technology Committee
 - i. Postponed to next week.
 12. **The meeting was adjourned at 12:00 PM.**



Alvin Page
Faculty Senate President



Alexander Velasquez
Faculty Senate Secretary/Treasurer