

Staff Senate Minutes
***December 1, 2020, 11:00 am**
Regular Monthly Meeting via Zoom

**Please note the change in date of the standing meeting suggested by the SS President due to her attendance at the Presidential Search Committee on Dec 2 & the need for constituency input.*

Opening: Staff Senate meeting was called to order by Geri at 3:01pm.

Present:

Castro, Malysa, Secretary
Omechelang, Polly
Rodgers, Geri, President
Tenorio, Kyanna, Treasurer
Castro, Jean
Torres, Roxanne
Camacho-Renguul, Daisie
Calvo, Ryan

Absent:

Diana Hocog, Vice-President

Staff Members Present: Neda Deleon Guerrero, Margarita Prater, Isa Matsunaga

Public Comment: Sent via email to Maly

1. *Need to update the HR employees scale wage of salary.*
2. *To support the changing of an employee's salary every their anniversary.*
3. *To maintain a strong structure is imperative in the department supervisor to evaluate their anniversary of the employees.*
4. *Every employee needs a (recognition) to give an award of certificate for participating in the NMC event.*
5. *Every year employees' anniversary needs a (recognition) to give an award of certificate of her/he's service at NMC.*
6. *For every new semester students should have COVID-19 tested.*
7. *New staff for NMC should have COVID-19 tested.*
8. *Designated and to organize car parking lots for students only for the area in the NMC campus. As the staff and instructor's designated their car parking lots only.*
9. *Have each of the buildings in the NMC campus have street lights for the safety of the students and staff.*
10. *Have each of the building areas in the NMC campus have cameras to benefit and find out the thief.*

11. *It is very important to install ventilation systems in building V. because all the wall windows there are closed all the time. Need building V to provide ventilation systems to supply fresh air to breathe good air and get rid of foul air.*

12. *Unused classrooms that are open, used when classes are not happening.*

III. Old Business:

A. Adopt today's agenda

1. Moved by Malysa Castro
2. Seconded by Kyanna Tenorio
3. Agenda adopted unanimously

B. Adopt [Minutes](#) from November 9, 2020

1. Moved by Polly
2. Seconded by Daisy
3. Adopted unanimously

C. Updates on Policy Committee:

1. Roxanne reported that the Staff of the Quarter form should be sent out in January. Since there were guests present, she also gave some details about the process and the cash incentive for staff members selected.
2. Daisy asked if the criteria for selection was shared to the senators, to which Roxanne responded that it had. Based on the first round of nominations, there may need to be small changes to make the process run smoother. It was also stated that the 9 staff senators are excluded from this award. More details will be shared later.
3. Ryan shared that he spoke with Jerry in HRO to collaborate with them for Staff of the Year, but there were no conflicts or problems going forward with staff of the quarter.

IV. New Business

A. As the staff representative on the Presidential Search Committee (PSC), Geri opened the floor for suggestions from the senators about qualities desired for the future president of NMC. Geri will share these at the PSC meeting:

1. Ethnicity is not necessarily important in the candidate. There is a preference to hire someone who is qualified within our community, someone who is tied to the people who go to NMC--need to entertain local hires before we go outside of the CNMI.
2. The future president should be more respectful of the culture; there have been past presidents who have not really respected it, they come with their own agenda when they should be open and willing to learn the culture. The president should get to know everyone here.
3. Someone who holds a PhD is preferable. Need to look for someone who has experience with diversity, who can be in tune to the island way of life. Look at the applicant's track record, such as their past presidential experiences, what are the

strengths in their background to build our community. There are universities similar to ours, but we have a unique set of demographics. Look at candidates' resumes and their involvement in the community--we have had presidents who have been innovative with our community. The applicant should be broad-minded, with personal qualities that continue to build what we have, not erase what we are currently working on. The candidate needs to enhance what NMC already has. We want stability, not new ideas that cause the staff to rewind and redo things to get to the same place which is quality education for our students. The person needs to have questions about how to improve, rather than implementing new things again. We do not want someone who will wipe out existing programs. In the past, new leadership usually meant that the staff had to drop what they were doing in favor of the president's new agenda.

4. It was asked if we were looking outside of the CNMI. Geri answered that the job vacancy announcement was advertised broadly to the states, Guam, and locally.
5. We need someone who will work in our small community, be mindful of the culture, someone who will stay here long enough to immerse themselves in our unique community.

B. *Discussion about Bylaws*

1. Geri pointed out that we need to clarify which bylaws to follow. According to a former senator, we need to use 2008. Daisie shared her copy of the bylaws from 2014, which are the same ones in the Staff Senate files, which she believes was adopted. Both files have a signature page, but then-college president Dr. Sharon Hart's signature is missing. Geri will verify if bylaws 2014 was approved by her, which will confirm that these are the bylaws to follow.
2. Geri pointed out that quorum is defined differently in the 2008 bylaws and the 2014 bylaws. Since we were following 2008, quorum was a simple majority of 50% + 1. But if we adhere to 2014, it specifically states that quorum is 7 or 9 senators.
3. The first item in the bylaws to discuss amending is the frequency of staff assemblies.
4. Rox clarified if we began discussions on this topic, to which Geri confirmed we had about 2 months ago.
5. Rox and Ryan both shared that reducing the assemblies from two to just one per semester is better due to everyone's regular work schedule and the time needed to organize a staff assembly meeting.
6. Daisie asked that we keep the other provisions which allows us to call a special assembly when needed, and that she supports the change from two to one assembly per semester.
7. The motion to amend the frequency of assembly meetings from two to ONCE per semester.
 - a. Moved by Maly
 - b. Seconded by Ryan
 - c. Motion carried.

Special Note: This action is pending when Geri confirms the correct bylaws to follow. 2008 calls for very specific guidelines involving more than the 9 senators

voting. 2014 only calls for a $\frac{2}{3}$ affirmative vote by the 9 senators.

Update December 4: Geri confirmed that 2014 Bylaws were approved and adopted by Dr. Hart, which carries these [implications and actions](#) as the Staff Senate moves forward.

8. Due to time constraints, there were no other comments or questions about bylaws.

V. Announcements:

- A. Geri announced the next standing meeting is tentatively January 26, 2021 at 3PM.
- B. Polly & Rox announced there will be a Christmas Party (tentatively on Dec 12) with a venue to be announced, coordinated by Spirit Squad.

VI. Adjournment: Motion to adjourn

- Moved by Polly
- Seconded by Ryan
- Meeting adjourned at 11:57AM by Geri.

Minutes taken by Geri Rodgers