

National Faculty Subcommittee of the COM-FSM Senate

Resolution to Expunge Provision 6, of the College of Micronesia-FSM Employment Contract, which reads: *The College has no obligation upon completion of this contract to provide further employment. The College may, at its option, offer a new period of employment to the Employee, but a decision by the College not to offer a new employment contract may not be appealed.*

NFSS Resolution No. 2010-01

Adopted by the National Faculty on _____

Yea Nay Abstain

Approved by National Faculty Subcommittee on _____

Yea Nay Abstain

A Resolution

Requesting the Board of Regents and the Administration of the College of Micronesia-FSM to expunge Provision 6 of the College of Micronesia-FSM employment contract.

Whereas, the COM-FSM faculty represent a professional group of highly educated individuals dedicated to student learning, academic freedom, and the creation and maintenance of a learning and teaching environment free of arbitrary action, intimidation, and reprisal; and

Whereas, such a body having no professional association or union affiliation wishes to express itself through the National Faculty Subcommittee of the COM-FSM Senate, and

Whereas, the faculty deserves the rights, privileges and benefits accorded professionals at like educational institutions specifically academic freedom and employment security, and

Whereas, the faculty express a serious objection to Provision 6 of the COM-FSM Employment Contract, and

Whereas, since the faculty already receive the lowest salaries in the WASC jurisdictions, Provision 6 can only exacerbate the difficulty in recruiting and retaining faculty members, and

Whereas, the faculty has no tenure system nor provisions for long-term professional security as are found at most other accredited institutions, and

Whereas, the faculty believes that long term and permanent faculty foster institutional memory which benefits the institution, and

Whereas, to the faculty the college Administration's use of Provision 6 appears arbitrary and capricious, making years of successful and meaningful contributions to the college meaningless, and

Whereas, as a professional institution of higher learning, the college should be transparent and forthright in its dealings with faculty and staff contractual issues; and

Whereas, Provision 6 has caused fear and intimidation among faculty and seriously impinged on the basic principles of academic freedom, and

Whereas, to the faculty, Provision 6 does not in any way, shape or form contribute to the betterment and good governance of the college and in fact has caused anxiety and created instability throughout the college community, therefore

BE IT RESOLVED that the faculty through the National Faculty Subcommittee of the COM-FSM Senate is hereby formally requesting the COM-FSM Board of Regents and the COM-FSM Administration expunge and make null and void Provision 6 of the Employment Contract, and

BE IT FURTHER RESOLVED that the faculty through the National Faculty Subcommittee of the COM-FSM Senate is also hereby requesting that employment contracts be issued based upon proven and documented performance, and

BE IT FURTHER RESOLVED that certified copies of this resolution be transmitted to the College of Micronesia-FSM Board of Regents, President of the College of Micronesia-FSM, the President of the Federated States of Micronesia, the Congress of the Federated States of Micronesia, and WASC.

Certified by:

Faustino Yarofaisug
Assistant Professor
Social Science Division and President, COM-FSM Senate

Attested to by:

Mariana Ben-Dereas
Professor

Chairperson
Social Science Division and Secretary-Treasurer, COM-FSM Senate

Brian Lynch
Professor
Chairperson
Math and Science Division
At-large Faculty Representative, COM-FSM Senate