

Addressed the role of DAC and how it supports the mission of the college, Strategic Plan, etc. DAC is interested in diversity as it relates to curriculum, recruitment of faculty/staff etc, campus safety and accessibility, etc. DAC is composed of faculty, staff and students. Those interested in serving on DAC should email her.

This year's student competition is focused on the theme of "celebrating gifts of diversity." Not only papers (as in the past), but submissions in other media (sculpture, painting, etc.) are welcome. Please encourage your students to submit. The four winners will be recognized at the spring Diversity Convocation. Pernessa Seele, CEO of non-profit of Balm in Gilead (a grassroots interfaith org focused on equal access to medical services among the African diaspora), will be the speaker for Diversity Convocation. Also in the Spring, DAC will carry out a campus climate survey. She will address FA on that issue again then.

5. Discussion items.

FAEC selected four of its seven priorities for 2011-12 for presentation and discussion at this FA.

a. Streamlining reappointment, promotion and tenure procedures, with the aim of reducing paperwork via the

security access to the files, and that because it is password protected, they are satisfied with the degree of security it offers. Her office creates the accounts for faculty, so if you wish to gain access, see her.

Above all, it is important to remember that faculty are not being forced to use Sedona; this is an option. People are free to continue using traditional packets.

b. Examining the question of pedagogical standards in online courses. (Presented by FAEC Rep. Prof. Jillian Weiss)

There is some concern that standards for online courses are much less clearly defined than those for in-person classes. Suggested we should have guidelines for expectations of pedagogy (rather than simply content) in online courses. This would also be useful to faculty teaching online for the first time as a jumping off point about “good practices”, as well as for faculty wishing to refine their online teaching.

Some faculty argued this would be helpful to give some sense of what is equivalent to the work in an online course. Others are skeptical, asking why such guidelines are() -10 (he) o (a) 319 (c) 3 (a) :

A second major concern raised is the issue of simultaneous submission of evaluations. Several faculty voiced concern that if students can complete online evaluations at any hour the results may have less integrity. If students were to complete online evaluations at the same time (either in a computer lab, with laptops brought by students or provided in the classroom that day, or even perhaps by a smartphone app) this problem could be resolved. It is noted that though the provision of technology to address this may be costly, it would surely be less costly than having secretaries input all evaluations data manually.

d. Ensuring an authentic and effective faculty voice in the upcoming Strategic Plan.
(Presented by FAEC Pres. Prof. Jim Morley)

The Provost suggested that each dean should choose one faculty member from their unit to participate in the Strategic Plan committee. FAEC suggests that instead, faculty ought to choose the representatives through a vote at FA. (Steve Perry, Dean of CA, notes that in the past faculty have had only two representatives involved in strategic planning, so the deans proposed increasing it to five, one from each school.)

Discussion of the criteria to consider in selecting faculty participants in the Strategic Plan, like having a vision for the college as a whole, or skill sets relevant to strategic planning. Prof. Keisha Haywood suggests (to applause) that one or more untenured faculty be included. Others suggest that the criteria include candidates with a vision for the college that is consistent with Ramapo's mission and/or the International Education Strategic Plan already in existence. Others are concerned with the idea of abandoning the principle of equal representation for each school.

Discussion of how to identify and select candidates. Because there is a concern that too few people will volunteer to stand for election as faculty representatives to the Strategic Plan, the FAEC proposes the formation of a 3-person nominating committee to identify candidates, persuade them to run, and then bring the nominees before the FA for election. If someone wishes to volunteer, they should contact this nominating committee (if and when it is formed).

Some doubts and concerns are raised about this nominating committee. Some ask why not just let volunteers come forward and then let the FA vote? Can those not nominated by the nominations committee still run?

Tabled until next FA, at which the FAEC may put forward its proposal for the formation of a nominations committee.

6. New Business

Prof. Steve Rice raised a faculty governance issue. Provost Barnett has stated that majors with low enrollments may be closed or consolidated. American Studies has been informed that a failure to raise enrollments from its present level may result in merging or

AIS faculty voted unanimously to resist any attempt by the administration to dismantle American Studies.

Provost Barnett responded that there is currently no procedure for the closure of programs. She states that she has asked faculty to develop the criteria for such a procedure for the last 5 years and has received no response. She argues this must be taken on now.

Faculty raise the issue of the suspension of sabbatical. There is strong feeling that faculty should express their rejection of the administration's action on this matter. Many of our colleagues submitted their applications for sabbatical only to have them returned with the notification that there will be no sabbaticals. Would the disrespect done to our colleagues not be compounded by the faculty's acquiescence to this suspension by not reviewing the applications as normal? Pres. Morley suggested it might be unfair to now restart the review process, as not all schools had their faculty submit applications. However, the response from the floor assures him that all schools were accepting applications for sabbatical.

Provost Barnett responded that the college cannot and will not move forward on sabbaticals given the order issued by the state, as doing so would result in Ramapo College being punished financially. She states that "while it has been traditional for faculty to enjoy a seventh year rest", they will not enjoy such rest next year. Outcry ensued, with faculty pointing out that sabbatical is not granted for "rest" but for research and expressing alarm that the provost would mischaracterize sabbatical in this way.

7. Close of Business meeting

8. Announcements

Prof. Paula Straile-Costa announced that the Henry Bischoff award for excellence in teaching will be awarded to Prof. Peter Campbell next week in the York Room.