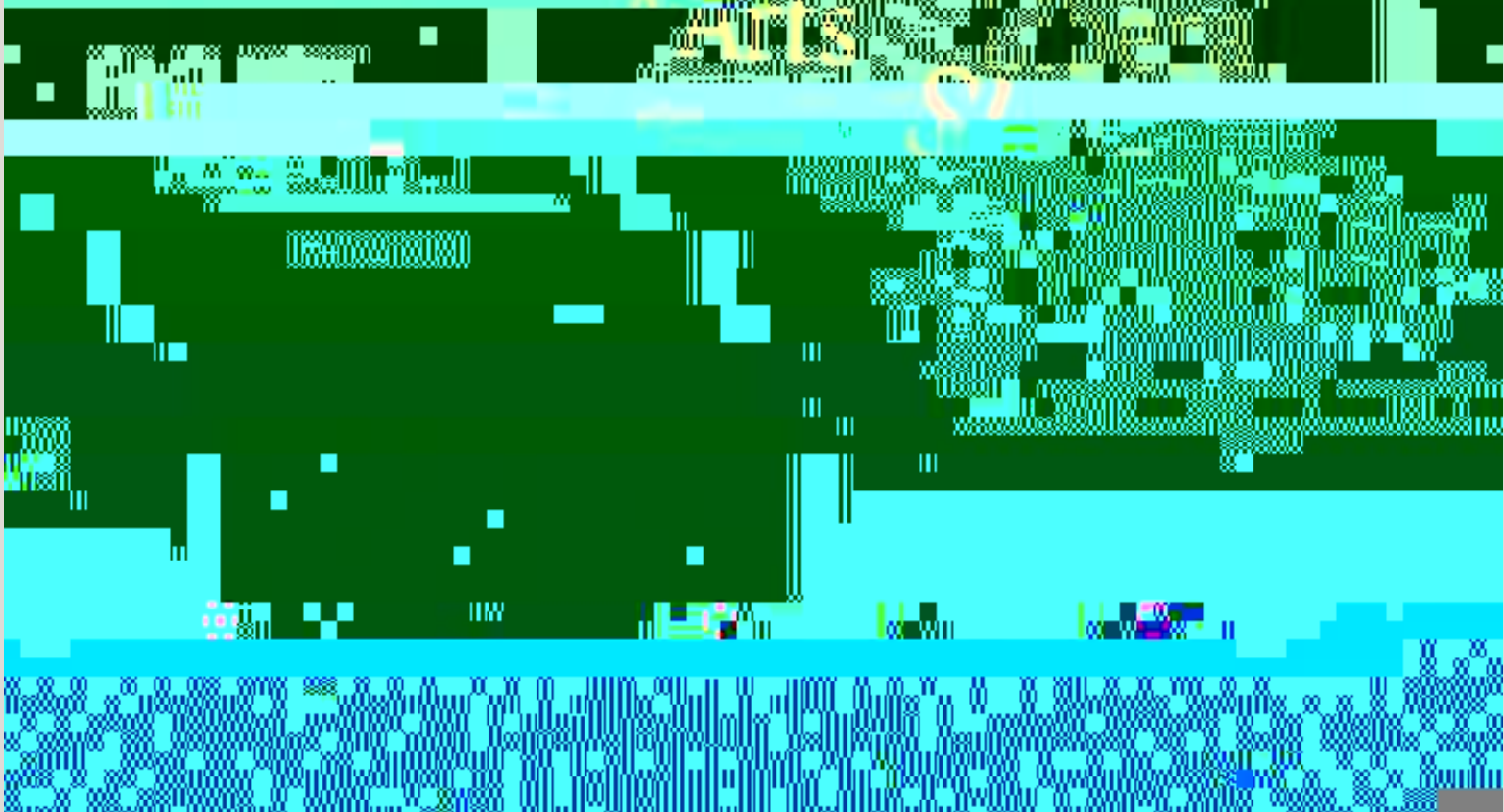


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Faculty Assembly
May 25, 2021, 2:00 pm
WEBEX Meeting
Closed session with invited guests

FAEC Moderators: Naseem Choudhury (President, SSH), Donna Flynn (Council at-Large under 11, TAS), Ed Shannon (HGS)

Kim Lorber (Secretary)

Guests: Dr. Cindy Jebb, Incoming President, Susan Vallario, Chair, Board of Trustees
Ex Officio Members of FA (Provost, Deans, & Director of Library)

Presenters: Ashwani Vasishth (on behalf of Stephen Rice, ARC Chair); Sarah Carberry (GECCo, Chair); Jeff Ellsworth (WAC, Chair); Ruma Sen; Kathy Zenon Virginia Gonsalves Domond (Diversity); Ken McMurdy, Rikki Abzug (Shared Governance); Ed Shannon, Katie Cohen (Liberal Arts)

Meeting began at 2:02pm.
134 Attendees

SPECIAL MEETING WITH PRESIDENT -ELECT DR. CINDY JEBB

Warm Welcome: Faculty Assembly President, Dr. Naseem Choudhury welcomed incoming President Dr. Cindy Jebb and Board of Trustees Chair Susan Vallario. A warm welcome was given on behalf of the faculty to Dr. Jebb who was attending her first Faculty Assembly. A brief overview of its function and roles of members was given. Inclusivity was emphasized.

Introduction of FA Committees: The three standing Faculty Assembly committees were introduced. These are ARC (explained by Dr. Ashwani Vasishth on behalf of Dr. Stephen Rice, Chair), GECCo (explained by Dr. Sarah Carberry, Chair); and Writing Across The Curriculum (WAC, explained by Dr. Jeff Ellsworth, Chair).

Faculty Priorities for This Meeting: A brief survey (attached in Appendix D) was completed by the faculty, which highlighted its top three concerns. These are: shared governance, diversity, and a commitment to the Liberal Arts.
Full reports are found in Appendices

Shared Governance (Appendix A): Dr. Kenneth McMurdy and Dr. Rikki Abzug shared a brief history of efforts to sustain this.

Diversity & Inclusion at Ramapo College(Appendix B): Dr. Kathy Zeno, Dr. Ruma Sen and Dr. Virginia Gonsales Domond spoke on behalf of diversity, equity and inclusion.

Liberal Arts Education (Appendix C): Librarian Katie Cohen and Dr. Ed Shannon spoke on behalf of Jersey's Public Liberal Arts College, as well as the importance and relevance of the new Learning Commons. The committee members are: Elsworth (WAC, Chair), Lisa Lutter (FAEC, CA Representative), Katie Cohen (Interlibrary Loan, Reference & Instruction Librarian), Dr. Michael Bitz (Director of the Instructional Design Center), and Dr. Stephen Rice (ARC, Chair) Tammi Redd (Director of FRC)

Dr. Jeppel said she will lead and hopes to include our community partners as we move into a strategic planning process.

Welcome Back to Campus: Dr. Jeppel asked for our thoughts about what campus needs will be. Dr. Michael Bitz said the person, remote and hybrid platforms will continue to be used. Students and faculty will need emotional and other support during the summer.

We will be discussing more with Dr. Jeppel regarding sustainability and the fiscal health of the College. Thank you, Dr. Jeppel, for being an active listener. This is an invaluable role in a Liberal Arts college.

Meeting Adjourned at 2:52pm.

Advantages of following the protocol should be clear: transparency, buy in, optimal decision.
Note: The protocol has been employed more than once, and the decision-making plans were posted to the SG website.

Conclusion: Hopefully, you are intrigued about the report, but also this gives you a sense of where we are as a community in this movement to strengthen shared governance at Ramapo. We
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advantage of that vision and momentum, diving right back in and continuing to build upon the foundation.

Appendix B

DIVERSITY, EQUITY & INCLUSION

Facilitated by Dr. Kathy Zeno, Dr. Ruma Sen, & Dr. Virginia Gonsalves Domond

Part 1: We are here today to discuss issues and more importantly opportunities regarding Diversity and inclusion at Ramapo College. While we do not represent all the faculty, we do hope to represent major themes and insights gleaned from a recent faculty survey, previous climate surveys, college data, and discussions from Minority Faculty and Staff meetings. Core themes that will be discussed include:

- Shared Governance, led and modeled by college leadership, guided by the Office of Diversity Equity and Inclusion
- An understanding that a shift and change is a long process, but there are several near term and real time initiatives where this process can begin.
- Much has been done, but we can be more intentional in considering Diversity and Inclusion before implementing a process or procedure, while implementing a process and after in the assessment of that process.

The topics for this meeting of Shared Governance, Diversity and Liberal Arts Education are not mutually exclusive but perhaps represent an integrated approach and part of the blueprint for opportunities.

Part 2:

In allocating resources to such initiatives, the college will be showing its commitment toward building a more authentic community. This will also serve to emphasize the deep connection between a truly liberal arts college and its commitment to DEI.

Appendix C

LIBERAL ARTS

Facilitated by Dr. Ed Shannon, & Katie Cohen

Faculty at Ramapo College strive to prepare students for the liberal arts college, preparing students to be critical thinkers and lifelong learners. The general education program draws on the rich traditions of a liberal arts education by encouraging students to see connections in our increasingly global world. The liberal arts are a topic that is important to many faculty at Ramapo.

7KH)DFXOW\ \$VVHPEO\ recent survey reached out to the faculty in preparation for this visit looking for guidance to this introduction. As you know, asking any faculty to speak in one voice is a challenge. However, our survey managed to cohere around at least a few veins of discursive ore for us to mine. Ramapo is by nature a community of communities and teaches a curriculum of curricula. Students may see college only as list of majors and future jobs to choose from, but Ramapo is composed of schools, divisions, and convening groups engaging students through general education, school cores, minors, concentrations, study abroad, and courses in the majors. But our faculty recognized and reaffirmed Ramapo's identity as a liberal arts college. This is who we are.

Being an engaged and enthusiastic faculty, even as we are in our dedication to the liberal arts, we do not see our points of engagement as something that we encourage you to explore in the coming year.

We are thrilled to see the new library and learning commons emerge over the past year. We hope its first year of new life will see the library take its place as a key part of our liberal arts mission. We are curious and excited to see how you will work with us to make that happen. the course of the year, we will ask how you see working with librarians to

will your presidency reinvigorate the core liberal arts programs. We are looking forward to the challenge.

Thank you for taking the time to meet with us today and to let us outline what we see as both challenges and opportunities the next years will bring.

What are your thoughts on these topics, particularly about your vision for the liberal arts and interdisciplinary at Ramapo College, and your experiences with them at West Point? We are excited for engaging conversations with you on these topics.

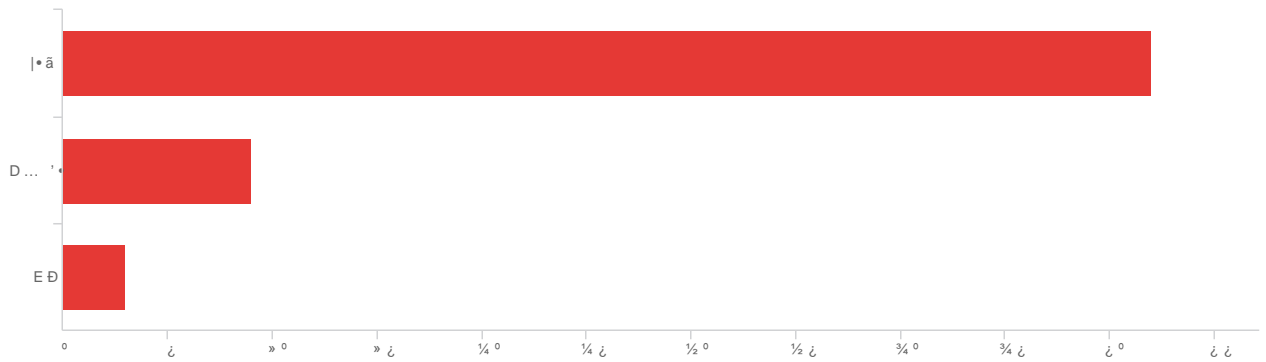
Appendix D

Results of FAEC Survey of Faculty
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