

## **Faculty Assembly Executive Council (FAEC) Meeting Minutes**

April 4, 2012, 9:15 to 11 am

Present: Jim Morley, Elaine Risch, Max Goldberg, Jillian Weiss, Sam Mustafa, Alex Olbrecht, Donna Crawley, Peggy Greene

Absent: Beba Shamash

Secretary: Rebecca Root

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### **1. Minutes of the March 28 FAEC meeting approved.**

### **2. Deans' Evaluations**

Discussed the survey currently used to solicit faculty input into the deans' evaluations, which was provided to us by Provost Barnett. Discussed whether it would be better to add questions to this survey or develop a second survey. We need to move quickly to develop these questions if we want to distribute them to the FA next week along with the agenda for the April 18 FA meeting.

**Decision:** Pres. Morley will obtain confirmation from the VP Judith Jeney that her office agrees that faculty will have access to the results of questions we add. For next week's FAEC meeting, each rep will bring two suggested questions to add to the survey.

### **3. Meeting with Provost Barnett**

#### **a. Survey for Deans' Evaluations**

Provost Barnett agreed that faculty are entitled to the results of our own survey. Noted that we will need IRB approval for the survey, but Rep. Crawley believes that if we request an expedited review it might be possible to obtain approval in a few days.

Reps. raised several concerns about the current survey, such as double- or trip-barreled questions, questions which faculty are not in the position to answer accurately (such as questions regarding deans' participation in Graduate Council), and questions that ask whether the dean completed reports but not about the quality or use of those reports.

The Provost's Office is about to undertake a review of the job description for deans. There is a common basic job description for all deans, but then 2-5 additional questions specific to each school. All such job descriptions are available on the website, and if those for other administrative positions aren't there, she will make sure they are posted.

Provost Barnett discussed evaluation for other administrative positions. About two years ago, most administrators went through a "360 degree review" (in which the employee is evaluated from all angles, including the perspectives of their peers, those who work under them, and those higher in the administration). That practice has not been renewed by Human Resources.

#### **b. SBR Task Force Proposal**

VP Jeney and the AFT Executive are now in the process of reviewing the proposal sent to them by the SBR Task Force.

**c. Administrators with Faculty Status**

What happens if an administrator with faculty status steps down from that role? Though nationwide many administrators move on to other institutions after a few years, they do have the option of returning to the faculty at that point. Their salary would most likely decline by two twelfths (because they go from a 12 month contract to a 10 month contract). That obviously would still leave their salary substantially higher than that of other faculty. Rank would be based on that individual's status at a previous institution. Though there is no ironclad, written policy that Ramapo only hires people with tenure for the position of dean, Provost Barnett would be unwilling to hire a dean who did not have tenure at a previous institution. Generally, deans come to Ramapo from places where they have tenure, but cannot apply for tenure here until their second year (at which point they apply for tenure by exceptional action).

Reps raised concerns about the possible proliferation of pathways to tenured faculty positions, and about the impact on convening groups of having former administrators move into them upon stepping down from the administrative role. Provost Barnett noted that policy dictates that only academic administrators (President, Provost and Vice Provosts, Deans and Assistant Deans) are eligible for tenure. Program directors are not eligible. Faculty with tenure who move into administrative positions retain their tenure.

Discussed new Assistant Dean and director programs. Assistant Deans deal with accreditation, so that gives them some role in curriculum, but they are not conveners. This question is a new one for Ramapo, so it is good for the FAEC and Provost's Office to continue communicating about it from the beginning.

**d. Criteria for Promotion to Full Professor**

The All-College Promotions Committee has sent its recommendations to the Provost. She and Pres. Mercer will soon be reviewing those recommendations. Pres. Morley tabled discussion of criteria for promotion to Full Professor until that process is concluded.

**e. Other Topics**

Rep. Olbrecht asked about what impact the NJ residency law is having on the college. The Provost stated that the impact was minimal because Ramapo is applying for exemptions for virtually all positions, including all faculty, under the logic that hiring for those positions is based on special talents.

Rep. Mustafa asked about whether the standards for freshman acceptance have changed in recent years. Provost Barnett noted that SATs are going up for freshman admits, EOF students, etc. 10% of each incoming class is "special admits" whose acceptance is not

based on competitive SAT scores. Rep. Mustafa noted that, nevertheless, in his experience teaching many Gen Ed courses, he sees the skill sets of our freshmen student body declining.

Middle States received the report submitted to them by Vice Provost Daffron last week. Provost Barnett's assessment is that we are in good shape in most areas, but still need to work on assessment of Gen Ed and performance indicators to measure college finances. It is her hope that by 2015, Ramapo will be back to good standing with Middle States.

Strategic Planning continues, and right now they are working on goals. At their next meeting, they will go over Middle States recommendations to ensure that the new SP addresses them. One topic of conversation they are having now is student engagement.

What is the outlook for revision of Gen Ed curriculum? Provost Barnett stated that by 2015, we should plan the next version of Gen Ed. It is up to faculty to determine how comprehensive that revision should be. Assessment of current Gen Ed obviously should inform that decision. She stated her opinion that some categories (such as International Issues) are probably too broad, counting hundreds of courses that are very loosely related.

#### **4. Prof. David Lewis-Colman, Faculty Representative to the Academic & Student Affairs Committee of the Board of Trustees**

The committee held a brief meeting in Spring 2011 in which administrators reported to BoT via conference call, but they have not met since. Prof. Lewis-Colman was elected to this position in Spring 2011 for a one year term.

#### **5. Prof. Anita Stellenwerf, Faculty Representative to the Audit Committee of the Board of Trustees**

Prof. Stellenwerf was elected to this position in Spring 2011 for a one year term. The committee has met once in the last year.

#### **6. New Business**

The incoming officers of the FAEC will be invited to meet with us on April 25 during our usual meeting time.

The May Faculty Conference will be limited to one day (the Tuesday after graduation). Briefly discussed possible topics, including a report from the faculty on the Strategic Planning Task Force, discussing the agenda for next year's FAEC, a report from the Budget Committee, and/or a discussion of threats to academic programs in higher education right now.