

**Faculty Assembly  
November 2, 2011  
1-2pm, Trustees Pavilion**

**Minutes prepared by FA Secretary Prof. Rebecca Root.**

**1. Approval of the minutes. Motion seconded, approved.**

**2. Report of the FA President Morley**

President Morley reviews the rules of order. Elections for FA president and all FAEC representatives will take place in the next few months. Those who wish to stand as candidates for the FA President must notify Secretary Root of that intention emailing her (rroot@ramapo.edu) by Nov 23. She will verify that candidates meet the tenure requirement for eligibility. At the FA on Nov 30, candidates will have opportunity to speak, after which the election will be held by mail-in ballot. The winner will be announced in December. Elections for FAEC Unit and All-College reps will take place early in the Spring semester.

FAEC is deliberating and working on the feedback received at the last FA in that it is moving forward with minimal guidelines for online courses and the implementation of Sedona. In keeping with FA feedback, the FAEC will recommend that each unit and the library select one representative to participate in the Strategic Planning committee. FAEC will also recommend one untenured representative and one all-college representative. The FAEC still plans to develop suggested criteria for units to consider in selecting representatives to the committee.

Finally, the FAEC is also discussing whether to charge ARC with the development of a detailed written policy on limitations to 3 hour courses.

**3. ARC Report (Chair, Prof. Emma Rainforth)**

ARC has approved revisions to the MBA program, so it will be in effect beginning Fall 2012.

**4. Discussion and decision item on program changes (FA Pres. Morley)**

Pres. Morley began by stating that the faculty has responsibility for curricular matters. Hence any changes to academic programs require the consent of the FA, which should be presented with persuasive rationale to justify any change that affects the academic integrity of the college.

The Provost has asked the deans of academic programs with fewer than 30 majors (as listed in the Fall 2011 frozen file)\* to provide a rationale for their continuation in their current form. In the FAEC meeting today (minutes available on the FAEC webpage), Provost Barnett informed the FAEC that no program has yet been threatened with

removal from catalog next Fall (we are in the process of recruiting for 2012-2013 and cannot change our program offerings). She has asked faculty to work with Deans' Council to develop criteria and processes for reviewing programs for possible closure or other changes.

Provost Barnett added that she has asked deans of these programs to justify their continuation.

Prof. Steve Rice, convener of American Studies, stated that in a conversation with AIS Dean Nejad, he was informed that this major might be removed from the catalog for Fall 2013 if it did not increase enrollment by Fall 2012 (at which time the catalog for 2013-14 is set). Provost Barnett cannot verify this.

Faculty raise questions about the data used in identifying programs that now need to justify themselves. Several state that other data is relevant, such as impact on general education, relevance of a program to the mission of the college, etc. Several faculty request the financial data on which this process has been initiated, and raise doubts that cutting academic programs can do anything other than make Ramapo less attractive to potential students. Provost Barnett indicated that data such as that currently being distributed in the Delaware Study contain only faculty compensation as costs and ignore all overhead and indirect costs. The accuracy of the data used within the Delaware study must be verified and additional costs must be factored in.

Rep. Weiss suggests that, before faculty are asked to justify the continuation of academic programs, the administration should present us with compelling evidence that any program changes contemplated would save the college money. Rep Weiss also refers us to the FA-approved decision of 2010 (see resolution below). Several faculty speak in agreement with the argument that the administration should provide justification for pursuing changes to academic programs, rather than require faculty or the deans to justify their preservation.

Provost Barnett responds that she has asked deans and faculty to develop criteria and procedures by which programs are reviewed for possible closure or reorganization in order to protect academic programs from closure by a unilateral or arbitrary act of the Board of Trustees. She explains that the Board of Trustees, by state statute, can close an academic program without consulting the faculty, so the only protection the faculty has from them doing so is to initiate a process in collaboration with the administration. She indicated frustration with faculty response to her request for consultation using the example of the proposed Annual Report. When faculty first saw the draft guidelines which were developed over several meetings of Deans' Council, some were upset because they felt they had not been consulted in the development of the draft guidelines for the Annual Report. Now, when coming to the faculty to begin a consultative process to draft procedures and criteria for program evaluation, Provost Barnett feels that the response of faculty is to scream at her.

Rep. Weiss suggests that it is unlikely that the Board of Trustees' will arbitrarily close an academic program. They are a reasonable group of people who will want a persuasive rationale before they begin considering closing programs. This semester was the first time the faculty was asked to develop these criteria and process, and only after a convener was informed their program might be in jeopardy.

The FAEC introduces the following motion:

“Whereas the Faculty Assembly, in consultation with and approval of the Provost, passed a resolution on November 17, 2010, stating that ‘proposed actions to be taken by the College on academic and curricular matters are to be reviewed by the Faculty Assembly Academic Review Committee, the recommendation of which is required before the actions may be taken,’ and Whereas all academic programs are certified by the ARC and approved by the Faculty Assembly, It is hereby resolved that no termination of a major shall proceed without the consent of the ARC and the Faculty Assembly.”

Rationale: This resolution expresses the sentiment of the faculty that it does not approve of the termination of academic programs without faculty advice and consent.

Out of 132 votes cast, 94% voted in favor of the motion; 4% voted against, and 2% abstained.

## **5. Union Report (Librarian and AFT Local 2274 Pres. Irene Kutcha)**

Of the nine other NJ colleges in our union, she has heard from four regarding sabbatical. Three schools have proceeded with the process of reviewing applications for sabbatical, but it is not clear any will be awarded. One other has suspended the review process, like us. The college presidents are soon going to hold a conference call to discuss this.

AFT has voted nearly unanimously that we should proceed with process, so units should move forward with sabbatical review. She will call an all-college sabbatical review committee.

Two other resolutions were passed by the AFT at the last meeting. One urged Pres. Mercer to work with other presidents to pressure the state to negotiate in good faith over the contract. The second states that, until the state agrees to a new contract, faculty will not participate in any recruitment activities (open houses, immediate decision days, etc). AFT now is calling upon faculty not to attend these events.

The next union meeting is two weeks from today.

## **7. New Business**

Prof. Kim Lorber of SSHS raises concerns about G wing renovations and impact on SSHS and TAS faculty offices. Faculty require the ability to lock their offices, which contain private student records, and to have privacy for meeting with students. It appears

the current plans to move faculty to trailers do not include lockable, private offices for individual faculty members. She requests that FAEC take up this issue, and has already raised it with SSHS's union rep.

#### **8. Close of meeting 1:55 pm**

#### **9. Announcements**

Prof. Dominique Johnson announces an American Democracy Project event on Nov 30 at 6:30 pm. The topic is the financial crisis and the Occupy Wall Street movement.

Dean of CA Steve Perry announces a photography exhibit opening tonight at the Pascal Gallery. The exhibition features to work of Ramapo Prof. Jonathan Lipkin.

\* That document can be found under the title ““Fall 2011 Enrollment by Major, Second Major, and Minors” here: [http://ww2.ramapo.edu/administration/oirp/faculty\\_info.aspx](http://ww2.ramapo.edu/administration/oirp/faculty_info.aspx)