

**Faculty Assembly Executive Council (FAEC) Meeting Minutes**  
**November 9, 2016**  
**SSHGS Conference Room**  
**10:00am to 11:30am**

**Attendees:** Tae Kwak, Christina Connor, Cristina Perez, Kathryn Zeno, Roark Atkinson, Gladys Torres-Baumgarten, Renata Gangemi, Eva Ogens, Kim Lorber

**Secretary:** Mark Skowronski

**Guests:** Provost Beth Barnett, GECCo Co-Chair Sangha Padhy

- 1) Approval of FAEC minutes from November 2, 2016.
  - a. Approved.
  
- 2) Prof. Kwak's Report.
  - a. As discussed last week, the combined number of full and associate professors has exceeded the Professorial Rank Policy's cap of 75% . The administration has suggested that, due to financial conditions, this cap is unlikely to be lifted anytime soon.
    - i. The FAEC does not feel that it would be in the faculty's interest to ask for more full professor slots (as we have already exceeded the cap and the administration would likely resist any attempt to expand the number of such positions. It might be counterproductive to make such a request.).
  - b. As discussed last week, faculty are concerned about administrators who are hired with full professor status. Are these individuals occupying full professor positions that would otherwise be available to the rest of the faculty? When such individuals are working as administrators, the answer is "no". However, if and when such individuals return to pure faculty roles (i.e., leave their administrative position), the answer is "yes" (i.e., their position is counted in the cap).
  - c. Some faculty remained concerned about a lack of transparency and managerial decision making (e.g., issues with how the permanent Fall 2017 schedule was never officially announced).
  - d. As Ramapo is more administrator-heavy than other NJ colleges. However, we are searching to fill new senior positions (i.e., the Associate Provost for Graduate Learning and Institutional Effectiveness )?
  
- 3) Guest – Provost Beth Barnett.
  - a. Prof. Kwak and the Provost are drafting charges for two new task forces.
    - i. The first task force will explore issues with online education (e.g., where are we with hybrid, online courses?). This task force will have both faculty and administrative (e.g., Dean) representation. The FAEC encourages this group to also consider issues of academic integrity and evaluation in an online environment.

- ii. The second task force will explore/define shared governance at Ramapo College (the Cabinet will also have a role in developing the initial charge). Both AAUP and AGB are clear that shared governance requires a unique definition for each institution. To help define shared governance at Ramapo, we will want to look at how the concept is defined at other institutions.
    - b. Professorial Rank Policy (see above). This is a BoT policy and there would be financial implications if such a policy were eliminated (the College must fund the salaries and benefits of staff and faculty; although the cost of some positions is reimbursed by State). The reason this policy exists is likely due to the “unevenness” in faculty hiring that occurred in the decades after Ramapo’s founding (as Ramapo is the youngest State college).
      - i. Administrators with Faculty Status. The College reviews the qualifications of administrators when hired to ensure that those who receive faculty status are appropriately qualified for the title. Typically, such administrators have received rank and tenure at a comparable institution before joining Ramapo. If an individual with associate professor rank (at another institution) is hired for an administrative position, he/she would likely be hired with associate professor rank at Ramapo. There are currently 12 administrators (including Deans) at Ramapo with rank/tenure.
    - c. The College is considering the use of “Instructor” (non-tenurable) positions.
    - d. Reducing the number of administrative positions, while maintaining services that will attract students, is difficult. If we start reducing services by cutting managers, we become less attractive as an institution. We also must offer programs (e.g., graduate degrees) that will make Ramapo competitive.
      - i. Revenue from graduate programs will fund the Associate Provost for Graduate Learning and Institutional Effectiveness line.
- 4) Guest – GECCo co-chair Sangha Padhy.
- a. GECCo has received approximately 84 applications at this time (and will receive a few more from TAS). All four core courses have been approved. GECCo is hoping to approve language courses very soon and the history courses are almost ready. There have been a few hurdles with the Quantitative Reasoning category. Approving the Scientific Reasoning and Global Awareness categories will take more time (and GECCo may need to request an extension from the Registrar). With approximately 45 applications, Global Awareness is the largest category right now (45 applications).
    - i. Concerns about Course Renumbering. If a course’s title is changed, the course will probably get a new number. Courses with only minor/insubstantial revisions will not likely require a renumbering (per conversations with the Registrar).
    - ii. GECCo has been making decisions through consensus, not voting.
    - iii. Prof. Padhy will give the FA a broad overview of the GECCo process and a tentative timeline at this afternoon’s meeting.

5) Today's FA.

- a. President Mercer will not be able to attend.
- b. The SGA will make a brief presentation about its Homelessness/Emergency Relief initiative.