

Faculty Assembly Executive Council (FAEC) Meeting Minutes
March 1, 2017
SSHGS Conference Room
10:00am to 11:45am

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

Absent: Roark Atkinson

Secretary: Mark Skowronski

Guests: ER Director Nicole Morgan Agard

1. Approval of FAEC minutes from February 22, 2017.
 - a. Approved.

2. Guest: Nicole Morgan Agard (Director of Employee Relations, Chief Equity and Diversity Officer).
 - a. A task force is working on defining the mission of the new Office of Equity, Diversity, Inclusion and Compliance. Faculty feedback is being solicited.
 - b. Ms. Morgan Agard remains the Director of Employee Relations. In order to avoid any appearance of a conflict of interest, Ms. Morgan Agard will recuse herself from any AA/EEO-related investigation involving an AFT member. Such matters will be managed by the Director of Affirmative Action and Workplace Compliance.
 - i. The College is recruiting a new Director of Affirmative Action and Workplace Compliance. Until this position is filled, Ms. Kat McGee will investigate any AA/EEO-related complaints involving an AFT member.
 - c. The FAEC and Ms. Morgan Agard discussed the College's affirmative action policies.
 - i. Deans may insist on a broadened or expanded faculty search in order to achieve a diverse slate of candidates.
 - ii. One member of a College search committee (typically the chair) should be charged by the Director of Affirmative Action to serve as the office's liaison. This practice does not seem consistent across the College.
 - iii. The FAEC notes the apparent lack of diversity among the most senior levels of leadership at the College.
 - d. The College will be creating a new investigative position for Title IX compliance.
 - e. The College has received complaints that Jewish holidays were missing from (recent) prior academic calendars.

3. As Provost Barnett discussed last week, the current Unit Plan (i.e., the 4-credit course model) has expired. There is no indication or reason to believe that this is an attempt to move the college to a 3-credit model.

4. Agenda for FA.
 - a. Gen Ed Scientific Reasoning Discussion. Members of the Psychology convening group will present their concerns with the GECCO/Gen Ed course approval process. There will be no voting items.
 - i. Prof. Kwak would like to hold a meeting with members of Psychology, GECCO, the original Gen Ed task force, and the FAEC to work through this issue.
 - ii. There are concerns about making everything on the original Gen Ed document a “recommendation”.
 - b. Vote to authorize an exploratory group to form a “Sanctuary Campus” or “Safe Haven” Committee/Task Force. This committee will serve as a resource for students. It will not necessarily advocate for making Ramapo a Sanctuary Campus.