

Fall 2025 Faculty Morale Survey - Initial Themes (more complete report to follow)

Robust Faculty Response to Survey: Extremely helpful. Thank you! Many thoughtful comments will stimulate constructive “big picture” discussions with the Administration. At the same time, we received many concrete, immediately actionable items, particularly with respect to Facilities/IT (such as whiteboards, after hours help desk, etc.). FAEC will follow-up!

Student Preparedness/Well-being: Many faculty are experiencing, first-hand, a larger number of students who are less prepared for college and require additional support, necessitating adaptation in their teaching and mentoring. This is a serious issue that the College needs to address with collaborative planning and action.

Faculty Scholarship: Expectations for scholarship need to be made more clear, particularly for junior faculty. We need to collaboratively find ways to better support, incentivize, acknowledge and reward scholarship. Time for scholarship is a major factor.

Service: While faculty generally feel that their service is meaningful, in many cases they feel overburdened with service obligations. Equity is a factor, but not the only factor. Faculty also raised related concerns over the reduction in overall faculty size.

Artificial Intelligence: Faculty have serious, multi-faceted concerns about AI (academic integrity, teaching and learning, ethics, impact on society, etc.). There is concern that we are moving forward too quickly and need to be very thoughtful/deliberate about how and to what extent AI is implemented at the College. There is some concern regarding faculty autonomy over the use (or not) of AI in their own course design and delivery.

Leadership/Direction of the College: (Quoted from AI Summary) “Views of Ramapo’s future are cautiously optimistic but tempered by anxiety about external pressures on higher education and internal strain from rapid change.” “Many emphasize the need to reaffirm Ramapo’s liberal arts foundation, invest in faculty and student development, and strengthen trust between faculty and administration to navigate the coming decade.”