



PERFORMANCE MANAGEMENT AND APPRAISAL TOOL (PMAT)

STRENGTHS, WEAKNESSES, OPPORTUNITIES AND THREATS (SWOT) ANALYSIS

RAMAPO COLLEGE MISSION STATEMENT

MISSION:

Ramapo College is New Jersey’s Public Liberal Arts College, dedicated to providing students a strong foundation for a lifetime of achievement. The College is committed to academic excellence through interdisciplinary and experiential learning, and international and intercultural understanding. Ramapo College emphasizes teaching and individual attention to all students. We promote diversity, inclusiveness, sustainability, student engagement, and community involvement.

VISION:

Ramapo College delivers a transformative education in a diverse community dedicated to welcoming and mentoring students who bring with them a range of lived experiences. We will achieve national distinction for developing empathetic problem solvers, ethical change agents, and responsible leaders who make a positive impact and thrive in a changing world.

VALUES:

Ramapo College is the Public Liberal Arts College of the state of New Jersey. The work of the College and its members is conducted with integrity. Our values are:

- Teaching, learning, and mentoring—we are actively engaged in and out of the classroom.
- Developing the whole person—we are scholars, we are creators, we are local and global citizens, and we are individuals.
- Respecting each other and our environment—we are an open, inclusive, supportive, and sustainable community.

GOAL:

Ensure that our community has the resources, services, and operational support it needs to deliver on our mission.

STRATEGIC PLAN “BOLDLY ASCENDING”

GOALS:

1) ACADEMIC EXCELLENCE AND STUDENT SUCCESS:

Achieve academic excellence and student success through the advancement of intercultural, global, and interdisciplinary education, experiential learning, and individualized student-centered resources. This goal includes both rigor and relevance to prepare students for an everchanging world. A key objective to this goal is strengthening mentorship and support systems.

2) FOSTER AN INCLUSIVE COMMUNITY:

Foster a diverse, empathetic, and vibrant community that inspires a culture of inclusivity, accountability, and collaboration. One of the key aspects of this goal is to ensure it starts at a personal level and results in campus-wide pride. One of its key objectives is to promote healthy practices for personal well-being.

3. AGILE STEWARDSHIP:

Drive institutional distinction, sustainability, and pride by galvanizing our community members and partners, and building organizational agility, accountability, and resilience. This goal relies on adjusting to change in healthy way. One of the key objectives is bolstering college pride by serving as both a public institution and employer of choice. In addition, work to strengthen organizational resilience and agility through sustainable practices and data-informed SMART Choices: (*Specific, Measurable, Attainable, Realistic, and Time-bound*).

MISSION STATEMENTS (CORE AND DEPARTMENT)

CORE MISSION:

UNIT MISSION:

RCNJ NUMBER:

CORE:

Performance
Period:

Rater:

Date of Performance
Collaboration:

UNIT:

Signature:

Position Title:

Ratee:

Date of Performance
Collaboration:

Signature:

Position Description: