President’s Advisory Council
March 10, 2021
9:30AM via WebEx

MINUTES

I. Approval of December 9, 2020 Minutes

Chief Goldstein introduced the minutes and asked if there were any revisions. There were none. Professor Ray moved and Professor Blake seconded approval of the minutes. The minutes were approved.

II. PAC Membership

a. Welcome to New Members:
   a) Indya Jackson, HGS Faculty
   b) Nataly Merino, Student at Large
   c) Paolo Miyashiro, Commuter Student at Large
   d) Jillian Silver, Graduate Student at Large
   e) Sharlene Vichness, Board of Trustees

   Chief Goldstein welcomed PAC’s five new members. New members introduced themselves.

b. PAC Vacancies:
   a) IFPTE Member at Large

   Chief Goldstein encouraged members to advance outreach to their IFPTE colleagues to promote the opportunity to serve on PAC.

III. President’s Report: Preparing for Fall 2021 Operations (delivered by Provost Susan Gaulden)

Chief Goldstein noted that results of the survey on presentation topics demonstrated that there was also strong interest in the College’s Fall 2021 Planning. Provost Gaulden described the many course delivery modes adding that the fall course schedule will be finalized in the next week. She noted that, at this time, 50% of our courses will include some in person/on campus presence. She extended appreciation to the faculty, students, staff and the Registrar’s Office for their assistance in shaping the course delivery options and schedule. She asked if there were any questions. There were none.

IV. Shared Governance Subcommittee Updates (Tabled to April 1, 2021 Meeting)

- Continuous Improvement (B. Williams-Goldstein)
- Communication: (A. Lorenz, A. Flatekval)
- Collaboration: (N. Morgan Agard, D. Stark)

Chief Goldstein noted that Subcommittee updates will be provided at the April 1 meeting.

V. 9:45AM Presentation: “Mitigating the Impact of Hitting the COVID Wall: Fostering Connectivity, Positivity, and Healthy Habits Across Constituent Groups” (Facilitators: Roger Jans, Manager of Workforce Planning and Organizational Development, Tal Yonai, Associate Director of Counseling)

Roger Jans and Tal Yonai led the presentation. They noted that it is almost one year since the College shifted to remote operations. Jans and Yonai led PAC through a series of slides and activities aimed at providing members with resources and tips on how to better manage the stressors that the pandemic has introduced and how to better support others during this time. The presentation highlighted "zoom fatigue", self-care, supporting others, and
leading during these complex times. PAC members participated in a guided mediation and a Q&A with the presenters.

During the presentation, Council members shared some of the strategies they have deployed in their personal and professional lives including end of day virtual hangouts with colleagues, morning coffee clatches, meditations, and exercise. It was suggested that a workplace survey assessing employee wellness and/or related institutional supports be administered.

Additional resources were highlighted including:
- Zoom Fatigue article: https://tmb.apaopen.org/pub/nonverbal-overload/release/1
- Human Resources/LDP Programs: https://www.ramapo.edu/hr/learning-and-development/
- NJWELL: https://www.state.nj.us/treasury/pensions/njwell/
- Mindfulness@Ramapo: https://www.ramapo.edu/mindfulness/
- Dr. Kahn (EAP for employees): https://www.ramapo.edu/hr/employee-assistance/
- Counseling Services for Students: https://www.ramapo.edu/chcs/
- Health Services for Students: https://www.ramapo.edu/health/

VI. 10:45AM Roundtable: What do you believe to be some of the essential elements of an effective presidential transition? How do you see yourself/your constituency advancing that effectiveness?

Chief Goldstein facilitated discussion on the roundtable question. PAC members noted the importance of a listening tour that is inclusive across constituent groups. It was also suggested that such a tour carve out time for the president-elect to spend time with persons at the College who have also experienced leadership transitions including President Mercer, members of the Board, the Provost, and also members of the Search Committee. PAC members reinforced the importance of the new president also being accessible and available to campus in unstructured and informal settings. It was noted that a presidential transition, when done effectively, can take 12-18 months and it is during that timeframe that the new president may arrive at a shared vision/long term strategies for the institution.

VII. New Business & Future Presentation Topics

There was no new business. PAC members were encouraged to confer with their constituencies and suggest presentation topics for the April 1 meeting.

VIII. PAC Spring 2021 Meeting Calendar: April 1 at 1PM