

## MINUTES

### Ramapo College Board of Trustees

### Deans' Council

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Thursday, February 3, 2022, 9:00 am - 11:00 am

AC 202

#### A. Approval of Minutes

The minutes from the January 17 meeting were approved.

#### B. Review of remaining PNP proposals

President Jebb joined at 9am.

C. Jebb spoke about leadership and the need to empower and equip others in leadership positions. She spoke about the process as a means for professional development, among other things.

E. Petkus commented on how the PNP process, and what to expect should a PNP advance as a priority, appears to have evolved. C. Jebb responded that the purpose is to ensure the College's priorities are aligned, and that all are aware of the priorities. S. Gaulden commented on the need for partnership with IA and the iterative process. Not all proposals will advance; some may continue to be worked on.

A. Lorenz commented on the tone and culture of the process.

S. Hangen inquired about the balance between existing centers and new ideas. C. Jebb clarified the need for existing centers to go through this process to build visibility and ensure resources are pursued.

S. Gaulden will share the Academic Affairs proposals and the rubric with the Deans for the next step of review.

C. Jebb excused herself from the meeting.

#### C. Spring 22 Academic Operations Status Check

S. Gaulden shared concerns discussed at the FAEC meeting.

#### D. Faculty Search Guidelines

S. Gaulden clarified the following:

- up to three finalists per faculty search may be invited to campus. If there are four compelling candidates, that can be addressed on a case by case basis.
- hotels are generally reserved for one night. However, Deans may use their discretion and if a candidate is traveling from far away, a second night may be approved.
- all aspects of the search process should be consistent from candidate to candidate. There was some discussion about meals with candidates. Some expressed concern that candidates may not feel comfortable removing their masks and eating with groups of people; others felt if candidates ate by themselves, it may not feel hospitable.

## **E. Convener Job Description**

[https://docs.google.com/document/d/1x3Opo\\_HGryqAmvlj4oB0y4Dvex1mllrgCVspEkpFoAc/edit](https://docs.google.com/document/d/1x3Opo_HGryqAmvlj4oB0y4Dvex1mllrgCVspEkpFoAc/edit)

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## **F. Recap from COPLAC CAO Meeting**

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## **G. Upcoming Events**

Thursday, 2/3 at 1pm: Black History Month Opening Proclamation (Friends Hall)

Wednesday, 2/16 at 12pm: State of the College (Friends Hall)

Thursday, 2/17 at 1pm: The Future of Learning: K-12 Insights (Pavilion)

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## **H. New Business**

*Faculty Concerns:* S. Gauden shared faculty concerns expressed by the FAEC. The Deans discussed the concerns at length.

*Organizational Culture:* The Deans discussed methods for cultivating a positive and trust-based organizational culture.