

Provost's Comprehensive Academic Plan (CAP) Update

October 2025



The Ramapo Commitment

- **Our 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.”*
- **We share a commitment to being part of a liberal arts college preparing students for learning, life and career.**
- **Emerging themes of CAP and Task Forces over the last three years:**

**Student
Development**

Accountability

**Shared
Governance**

It's time to elevate the Ramapo commitment.

WHY NOW?

A position of strength

Disciplinary, demographic, technological, and civic change externally

Decentralized academic structures and ingrained traditions

Resistance to academic change internally

HOW WILL WE DO IT?

Evolving and adapting

On-going deep exploration and conversations

Shared governance

WHAT DOES CHANGE LOOK LIKE?

Structural Refinement in Schools, Leadership, and Curriculum

Change anchored to the mission

Future-proofing the institution

Success does not make Ramapo immune to challenges.

- **Successes**

- Size - Record enrollments
- Selectivity
- Social Mobility
- Student and Faculty achievement
- Local and Regional Partnerships

- **Pressure from external challenges**

- Institution closures and mergers
- Staffing and program reductions
- Questions about the value of higher education
- Civic changes

- **Internal academic challenges**

- Lack of coherence in the Ramapo academic experience
- Slow to innovate and make program changes
- Specific program interests prioritized over broader Ramapo experience
- Equitable distribution of resources

Community voices have been engaged to refine how we deliver on our mission.

CAP ACTION ITEMS

- 1 CAP development & adoption
- 2 CAP Implementation
- 3 FA/Unit Council/Provost Updates
- 4 Structures Task Force
- 5 Conveners and Convening Groups Task Force
- 6 Liberal Arts Curriculum Task Force
- 7 Next steps

50+ faculty served on CAP committees/task forces.

12+ open forums, feedback sessions and surveys.

4+ years of opportunities for student, staff and faculty input.

Envisioning the Future Together

Curriculum

Academic
Structures

Academic
Leadership

Timeline and Process for Implementation

Curriculum updates should reflect student development in a Liberal Arts Framework.

FIRST YEAR
FYS, Writing, Gen Ed, Intro to Major

SOPHOMORE YEAR
Intro to Major/Minor, Soph Tutorial, Gen Ed

JUNIOR YEAR
Continue Major, Study Abroad, Experiential Learning

SENIOR YEAR
Capstone, Experiential Learning

FOUNDATION AND EXPLORATION



APPLICATION AND MASTERY

Ramapo Degree will now only include General Ed, Major and Exploration

- **General Education**
 - Reduce size and complexity
 - Shift to **interdisciplinary** competencies
 - First Year Seminar and Writing Courses
- **Major requirements (limited to 64 credits)**
 - Aligned with Mission and Pillars
 - Capstone and **Experiential** Learning Requirements
- **Exploration**
 - Space in the degree for minors, electives, **study abroad/international education**

Additional curricular actions will enhance our ability to deliver on our mission.

- Creation of a college-wide, self-designed/interdisciplinary major
- Maintain a 4-credit model, and increase options for 2-credits courses
- Development of micro-credentials overlaying programs
- Charge Daily Schedule Working Group

Actions to establish a culture of accountability and review.

Program 5-year Reviews

- Simplified guidelines and support for Convening Groups
- Mission and Pillar Alignment
- Supportive transition from high school/community college to Ramapo

Academic Leadership

- Annual program check-ins with Conveners and Deans to review key data.

Academic Policy

- Revise the Integrity of Degree Policy
- Establish criteria for program status and governance
- Establish a Board policy to suspend programs based on Provost recommendations informed by criteria established by the Academic Policy Council.

Academic Structures

Curriculum

**Academic
Structures**

**Academic
Leadership**

Ramapo College will consist of four balanced and cohesive schools.

**Anisfield School of
Business**

**School of Science,
Nursing and Health**

**School of Social
Sciences and Social
Work**

**School of Arts,
Humanities and
Education**

The School of Social Sciences and Social Work

ADD

**Anthropology Minor
Int'l Studies Major and Minor
Latino/a American Studies Minor
East Asian Studies Minor
Human Rights and Genocide Studies Minor
Political Science Major and Minor
Public Policy Masters
Public Policy Minor
Community and Civic Engagement Minor**

MOVING

**Elementary Education Major
Special Education Masters
Educational Leadership Masters
Contemplative Studies Minor
Secondary Education Majors**

The School of Arts, Humanities and Education

The School of Contemporary Arts



English and Literary Studies Major and Minor
Creative Writing Minor
French Minor
Italian Studies Minor
Spanish Language Studies Major and Minor
Spanish for Healthcare Certificate

Philosophy Major and Minor
Applied Ethics Certificate
History Major and Minor
American Studies Major and Minor
Africana Studies Major and Minor
Jewish Studies Minor



Elementary Education Major
Special Education Masters
Educational Leadership Masters
Contemplative Studies Minor
Secondary Education Majors

A new academic Dean of UG Studies and Honors will support college-wide programs.

**Dean of the Anisfield
School of Business**

**Dean of the School of
Social Sciences and
Social Work**

**Dean of
Undergraduate
Studies and Honors**

**Dean of the School of
Arts, Humanities and
Education**

**Dean of the School of
Science, Nursing and
Health**

**Dean of Library and
Learning Commons**

Leadership for College-wide initiatives and programs will be strengthened.

Dean of UG Studies and Honors

- General Education
- First Year Seminar
- Critical Reading and Writing
- Honors
- Prestigious Fellowships and Scholarships
- Digital Humanities
- Self-Designed Major
- Experiential Learning

Vice Provost

- Faculty Affairs
- Faculty Development
- Academic Policy Council
- Academic Integrity
- Institutional Curriculum Process
- ARC/WAC/GECCo/CWAAC
Ex-Officio
- Middle States
- Degree Completion Program
- 5-year Program Reviews
- International Education
- **Graduate Programs**

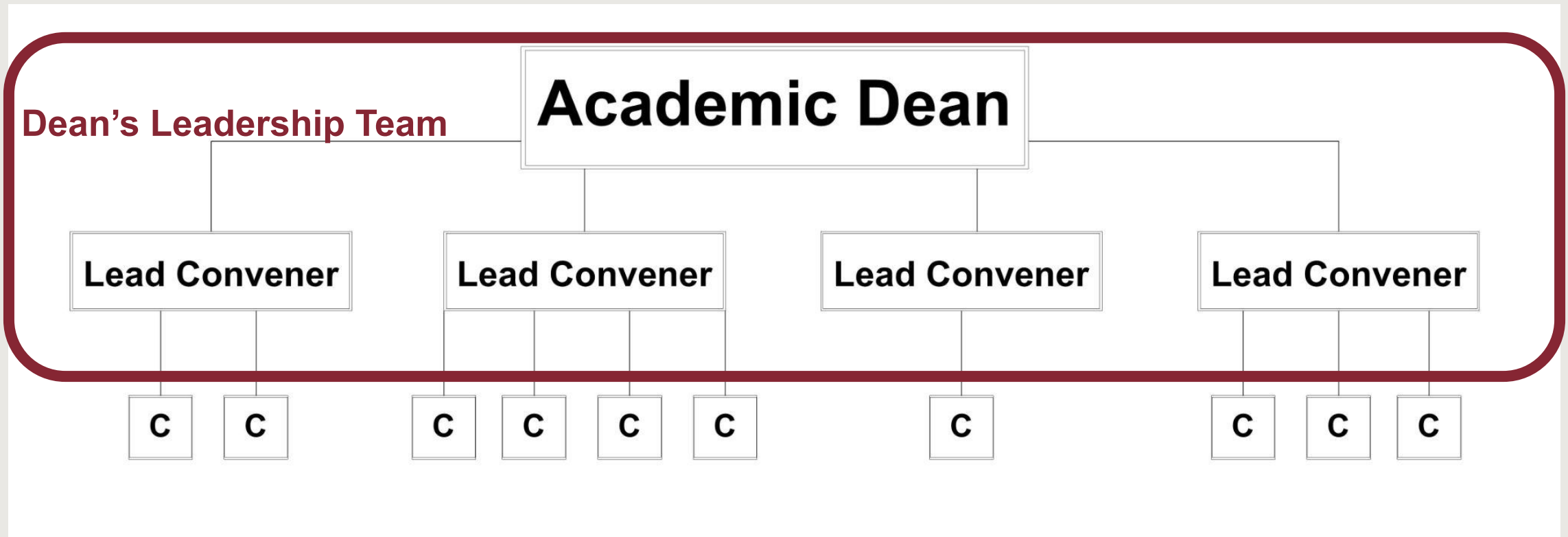
Academic Leadership

Curriculum

Academic
Structures

Academic
Leadership

Lead Conveners will form the Dean's Leadership team.



There are some key distinctions between Conveners and Lead Conveners.

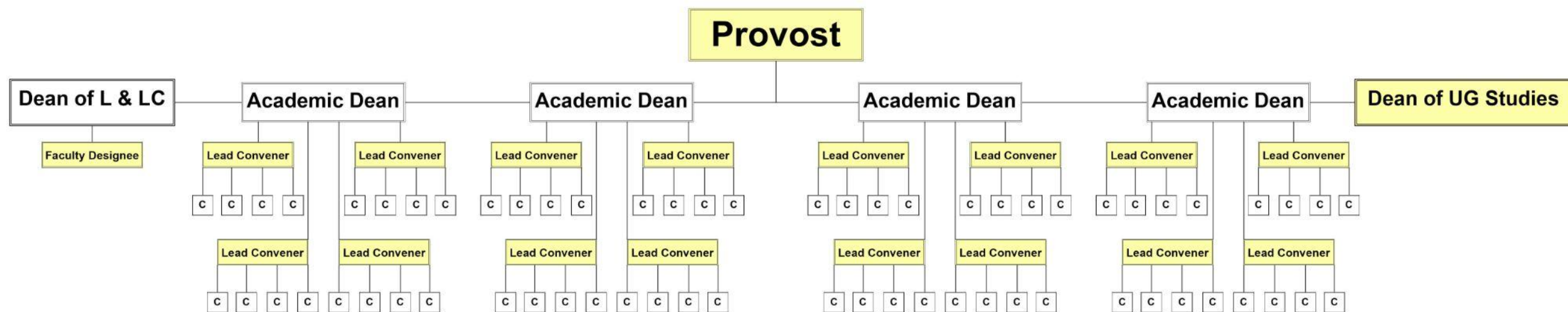
Convener

- Program coordinator of a major, minor or certificate
- Service role
- Draws on responsibilities from the task force recommendations

Lead Convener

- Represents a cluster of programs
- Extraordinary service with proposed compensation of 1 course release per semester and opportunities for summer work
- Will receive leadership training
- Developed based on the recommendations of the task force

Lead Conveners will also serve on the Undergraduate Council to elevate faculty voice directly to Provost.



Timeline and Process

By Fall 2026...

Provost Actions

- Restructure Schools and move select programs
- Faculty will meet in new Units
- Appointment of Lead Conveners
- New 5-year program review and annual check-in guidelines

FA Actions

- Revise existing contract major to offer a college-wide Interdisciplinary Self-Designed major

Academic Policy Council Actions

- Revise Integrity of Degree Policy
- Develop a new policy that establishes agreed upon criteria to assess program viability

Long-Range Timeline and Process

Fall 2027

**Programs operating with revised curriculum
Revised General Education Implementation
Self-designed major is operational**

Fall 2028

Programs have micro-credentials identified

Fall 2030

**Experiential Learning opportunity for all students
embedded in each major**

Next Steps

- ◆ 10/29: Presentation to COA
- ◆ 10/29: Preparing for Change Follow up Conversations
- ◆ 10/29: Provost's Presentation to SGA
- ◆ 11/5: Provost's Remarks at FA
- ◆ Jan '26: Faculty Retreat in New Units (Dates TBC)

Links for more information

[Comprehensive Academic Plan \(CAP\)](#)

[CAP Updates](#) - All CAP activities including links to Task Force Reports and Presentations

[Lead Convener Job Description](#)

[Convener Job Description](#)

The School of Arts, Humanities and Education

**Africana Studies Major/Minor
American Studies Major/Minor
Applied Ethics Certificate
Art History Minor
Communication Arts Major
Contemplative Studies Minor
Contemporary Arts Major
Creative Music Technology Masters (MFA)
Creative Writing Minor
Digital Filmmaking Minor
Educational Leadership Masters (MAEL)
Elementary Education Major
English and Literary Studies Major/Minor
Filmmaking Major
French Minor**

**Graphic Communication Minor
History Major/History Minor
Humanities and Global Studies Major
Italian Studies Minor
Jewish Studies Minor
Museum and Exhibition Studies Minor
Music Major/Minor
Philosophy Major/Minor
Secondary Education Programs
Spanish Language Studies Major/Minor
Spanish for Healthcare Certificate
Special Education Masters (MASE)
Theater and Film Major
Theater Major/Minor
Visual Arts Major/Minor
Visual Communication Design Major**

The School of Social Sciences and Social Work

Anthropology Minor

Climate Change, Policy and Action Minor

Civic and Community Leadership Minor

Crime and Justice Studies Minor

East Asian Studies Minor

Environmental Studies Minor

Gerontology Minor

Human Rights and Genocide Studies Minor

International Studies Major/Minor

Latino/a American Studies Minor

Law and Society Major/Minor

Neuroscience Major/Minor

Political Science Major/Minor

Psychology Major/Minor

Public Policy Masters (MPP)

Public Policy Minor

Social Science Major

Social Work Major

Social Work Masters (MSW)

Sociology Major

Substance Use Disorder Minor

Sustainability Major/Minor

Women's Gender and Sexuality Studies Minor

The School of Science, Nursing and Health

Applied Mathematics Masters (MSAM)

Biochemistry Major

Bioinformatics Major

Biology Major/Minor

Chemistry Major/Minor

Clinical Lab Science Major

Computer Science Major/Minor

Computer Science Masters (MSCS)

Cybersecurity Major

Data Science Major/Minor

Data Science Masters (MSDS)

Doctorate of Nursing Practice (DNP)

Earth Science Minor

Engineering Physics Major/Minor

Environmental Science Major/Minor

Food Studies Minor

Grad Cert. in Data Analyst

Grad Cert. in Data Modeler

Grad Cert. in Machine Learning

Healthcare Administration Major

Mathematics Major/Minor

Medical Imaging Science Major

Natural Sciences Major

Nursing Major

Nursing Masters (MSN)

Plant Studies Minor

Public Health Minor

Science and Society Minor

Statistics Minor

The Anisfield School of Business

**Accounting Major/Minor
Accounting Masters (MSAC)
Business Analytics Minor
Economics Major/Minor
Entrepreneurship Minor
Finance Major/Minor
Grad Cert .in Business Foundations
Human Resource Management Minor
Information Technology Management Major/Minor
International Business Major/Minor
Management Major
Marketing Major/Minor
Masters of Business Administration (MBA)
Sports Management Minor**

Undergraduate Studies and Honors

General Education

First Year Seminar

Advising

Self-Designed Major

Experiential Learning

Capstone Experience

**Critical Reading &
Writing**

**Fellowships &
Scholarships**

Honors