



Ramapo Staff Association

General Membership Meeting

December 5, 2023 @ 2:00 pm

Minutes

The RSA General Membership meeting was held on December 5, 2023, at 2:00 p.m. The following Board Members were in attendance:

Attendance: Abbe Benowitz, Reilly Cox, Janelle Evans, Ariana Rivera and Lisa Ambrose

Staff in attendance: Approximately 22 staff members attended the meeting

Items Discussed

Thanksgiving/Winter Break

While it cannot be directly confirmed, the Board wanted to share that the concerns raised by members at the meeting held on October 19th, 2023 were addressed with the President and as a result, the voices of staff were heard based on the decision made by the President. On behalf of staff, the Board extends gratitude to the President for the decision made; however, it was recommended at the meeting that staff also send an email to the President expressing their gratitude for such a favorable decision made by the President. Emails can be sent to president@ramapo.edu

Staff Survey Results

The survey was sent to staff (approximately 500), but only 65 staff members responded to the survey. The findings of the survey are attached for your review. Based on the findings of the survey we are now able to articulate to management the areas where cores are excelling and areas where more support and improvement are needed. We also know areas in which employees are happy and will also communicate the same to management so that they can continue the good work, or find ways to even exceed what they are already doing.

Takeaway questions from the survey:

- How do we get more staff to respond to future surveys
- Set up computer and have members stop by to vote
- Accountability System – Have members remind their coworkers and managers to vote
- Should be using some other method besides emailing the survey to reach members



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Clarification of the role/function of RSA

At a prior RSA meeting, the question was raised about the role/function of RSA and how RSA differs from FA. One of the key distinctions we have come to learn is that FA is the decision-making forum of the Ramapo College faculty. They vote on matters directly related to faculty, like curriculums, academic policies, program revisions, etc. RSA on the other hand, is not an entity that votes on Ramapo College matters. However, the RSA Board has a direct line to the President and is part of the College's shared governance team (FA, SGA, President, RSA), which provides RSA a seat at the table to participate and have a voice on matters and decisions that impact staff. RSA is also able to bring concerns and issues, as appropriate, to the President during monthly one-on-one meetings. RSA is also here to provide resources and help staff navigate their work life at Ramapo. As previously communicated, RSA is not affiliated with any Union. However, on matters directly impacting staff, we can, when appropriate, help staff navigate those issues.

One of the primary functions of RSA is to bring staff together to improve employee workplace engagement and to help foster a better workplace culture. Our goal is to help promote staff engagement through social gatherings and other initiatives to boost morale and create a positive, supportive work environment for staff. RSA plans to do this in various ways:

- Bringing back the RSA Newsletter
- RSA Staff Recognition Kudos
- Planning of social events each semester (Movie nights, Happy hours, Raffle events, Bowling, Community philanthropist/Day of Service events, Karaoke, Open Mics, Bake Sales, Corn hole, Community gardening, etc.)

RSA will send out a survey to get a pulse of what events the staff wants to occur based on the recommendations. RSA will continue to work to gain the support of upper management for staff to attend these events if held during the work day. We are also looking at utilizing resources on Campus like the Sharp Theatre for movie nights to minimize cost since RSA only has a \$225 budget for events. **We encourage staff to participate and assist in the planning of these events to foster a sense of community and togetherness for staff.**



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Additionally, we will update the RSA Website more frequently to keep staff abreast of current events. Please let us know what you want to see in the newsletter by sending an email to rsa@ramapo.edu

Employee Service Time

A suggestion was made about employees having four (4) hours of service time to give back to the community as Ramapo employees during the academic year. More discussion is needed to determine how to achieve this initiative.

Spring Election

Unfortunately one Board member, Christian Martinez from Admissions, had to resign given his workload and recruitment efforts for the College. As a result, we are currently seeking another Member at Large. Please email RSA@ramapo.edu if you are interested. The election will be held in the spring. In addition we are looking for someone to take on the role of President or Vice President, as Abbe is currently serving in both positions.

Union Collaboration

It was suggested that RSA collaborate with the Unions on future events as a way of growing unity and support.



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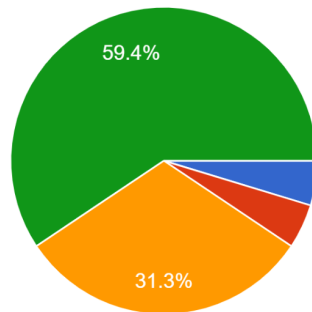
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Survey Findings

My opinion matters in my office, and I feel heard.

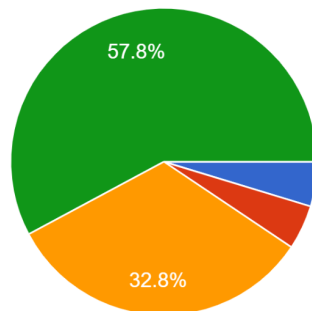
64 responses



- Strongly disagree
- Somewhat disagree
- Somewhat agree
- Strongly agree

My office is well organized.

64 responses



- Strongly disagree
- Somewhat disagree
- Somewhat agree
- Strongly agree



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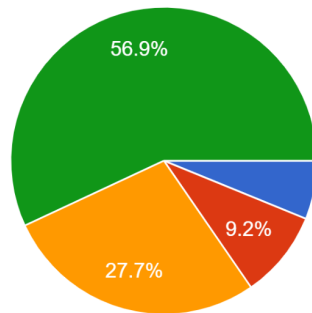
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I receive productive feedback regarding my work.

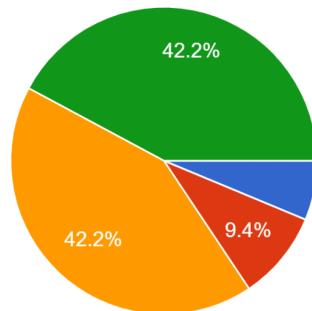
65 responses



- Strongly disagree
- Somewhat disagree
- Somewhat agree
- Strongly agree

Clear communication occurs within my office.

64 responses



- Strongly disagree
- Somewhat disagree
- Somewhat agree
- Strongly agree



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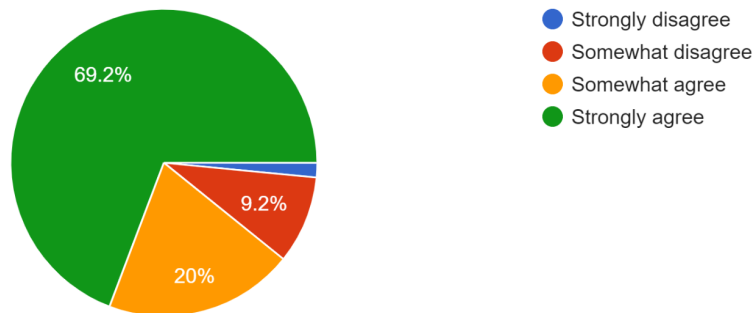
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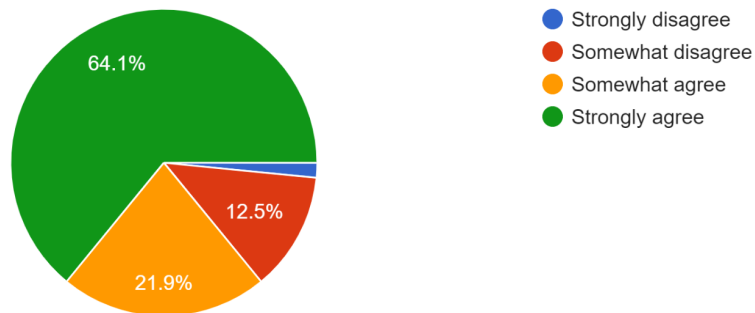
I am comfortable discussing concerns with my supervisor.

65 responses



There is a supportive environment among the staff in my office.

64 responses





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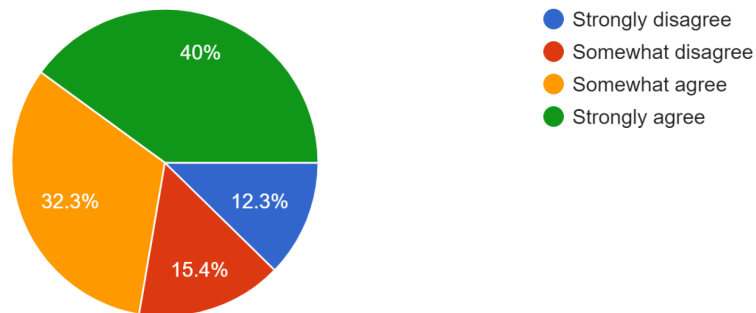
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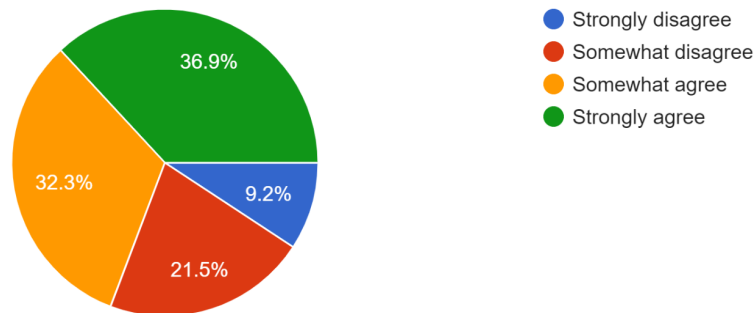
A healthy work-life balance is provided and encouraged.

65 responses



Innovation and initiative is rewarded in the workplace.

65 responses





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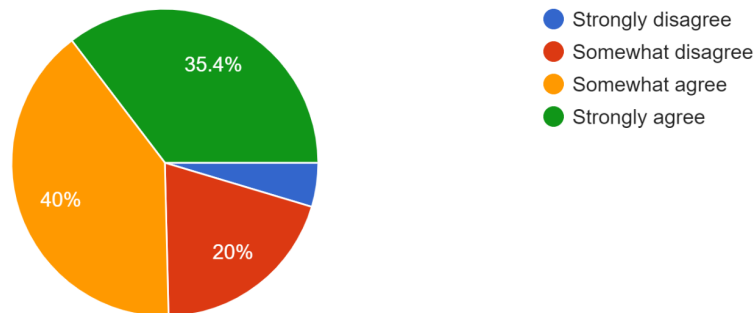
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Health and safety are a priority on campus and concerns are addressed in a timely manner.

65 responses



There are opportunities here for professional development and growth (conferences, workshops, etc.)

64 responses

