

# FAEC Morale Survey Report- Follow-up Overview and Access

**Prepared by past and current members of FAEC, October 2024**

# Origins, Process, Evolution and Future Reports

- The Faculty Assembly Executive Council (FAEC) at Ramapo College conducted a Morale Survey in the fall of 2022 to improve faculty satisfaction.
- FAEC wrote a follow-up report highlighting the key themes from the survey responses and shared it with faculty in January 2023.
- Since then, FAEC and the FA President have discussed issues from the survey and the report with administrators in key departments, notably POER, ITS, Facilities, and OSS, as well as the President, Provost, School Deans, and Dean of Students.
- In November 2023, current and past members began working on a follow-up report.
- The second follow-up report updated till October 2024 to inform the faculty about the status of the initial and additional concerns based on the 2022 Morale Survey Responses is now available.
- The tables in the report contain key highlights and issues, the administrators contacted, and the status of issues during different periods, organized under three time-periods namely, Spring 2023, Fall 2023-Spring 2024, and Fall 2024.
- **Access to the report:** Due to sensitive information, and to protect those who trusted FAEC with their concerns, **the report is not being circulated via email or being uploaded on the FAEC webpage.** To access this information, all faculty are welcome to email the current President (Kenneth McMurdy, [kmcmurdy@ramapo.edu](mailto:kmcmurdy@ramapo.edu)) or Vice-President (Jeffrey Ellsworth, [jellswor@ramapo.edu](mailto:jellswor@ramapo.edu)) and meet with them to review the content.
- **Future Reports and Access:** Members of the FAEC recognize that their roles are temporary. However, they can ensure a smoother and more effective transition by maintaining comprehensive documentation to share with future members. Therefore, the FAEC recommends that all future councils build on the above report and remain mindful of key concerns that have consistently affected faculty. This approach will help establish more effective processes and improve follow-up with administrators.