



2021 Presidential Search Committee Nomination Form

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Fri, Nov 8, 2019 at 7:07 PM

Prefix, First Name, Last Name	Dr. Ruma Sen
Preferred Pronouns	[REDACTED]
Email Address	[REDACTED]
Phone Number	[REDACTED]
Position Title (if applicable)	Professor, Communication Arts
Years of Service with Ramapo College (if applicable)	17
I am interested in serving on the 2021 Presidential Search Committee as a representative of the:	Faculty
Please select one:	As a representative of the RCNJ Minority Faculty and Staff Association, I affirm that this nomination has the endorsement of the RCNJ Minority Faculty and Staff Association.
Affirmation of Understanding	I have reviewed and I accept the 2021 Presidential Search Committee Charge, Statement of Understanding for Committee Members, and Search Process Timeline.
Reason for Service. Please describe why you are interested in serving on the 2021 Presidential Search Committee and how you may add value and insight to the Committee's process and deliberations. (500 word maximum)	My experience in promoting and implementing initiatives to ensure diversity, equity and inclusion at Ramapo College spans over a decade, including serving as DAC Co-Chair, representing the interests of Goal 2 on the Strategic Planning Task Force, or simply championing the causes related to diversity, equity and social justice at all-college platforms that have included students, staff and faculty. I have also served on several search committees, including the Provost Search (for Beth Barnett), the search for International Student Advisor, a Cahill Center search, and multiple faculty searches. Additionally, I served for three years as Convener of one of the large majors at the college, Communication Arts (at the time program enrollment was at 400+). I have served on and led several all-college committees starting with my tenure as co-chair of the Diversity Action Committee, followed by committees such as Faculty Assembly Executive Committee, Academic Review Committee, General Education Implementation Taskforce, General Education Curriculum Committee, and as the President of the Minority Faculty & Staff Association (until spring 2018). The opportunity to serve on these committees, along with the Strategic Planning Task Force and the Provost's Task Force on Academic Engagement and Excellence provided me with extensive knowledge, as well as a unique perspective in all areas of the college.

While occupying the various leadership positions on committees as a faculty member, I have worked closely with senior administrators, faculty colleagues, and students from across the campus to effectively address and solve campus-related concerns. These opportunities have also allowed me to hone my interpersonal communication and problem-solving skills. As a female faculty of color with over 19 years of professional (field and research) experience in understanding and addressing issues of diversity, equity and inclusion, I believe that I am uniquely qualified to take on the challenge and commitment expected from serving on this Presidential search committee as a representative of MFSA.

As a keen observer of the school for the past 17 years, I have learned that empathy, dignity, respect, honesty, and fairness are essential in facilitating a positive and productive culture in a school. These observations and experiences make me believe that I will truly represent the MFSA's interests in the committee's deliberations. I am confident in my ability to negotiate with a variety of stakeholders and representatives across campus, using effective rhetorical and strategic communication skills. I intend to focus my energy on bringing a future leader for Ramapo who moves the college toward a future that is both academically more relevant to the next generation, and more fiscally sound for the next decade, in addition to being able to foster a more inclusive climate on campus.

Vision for the Search.
Please describe your vision for the search process. (350 word maximum)

The outcome of this search process will determine and shape the future direction of Ramapo College, for at least the next decade, if not longer. Therefore, its significance cannot be overstated. The search process needs to be thorough in its scope for reaching out to ideal candidates, exhaustive in vetting all eligible candidates, and be focused on the current needs of the college, from the academic, fiscal and campus climate perspectives. The committee should also be mindful of future directions within the context of an economy that is volatile and the changing demographics of the population in the tri-state area.

I hope to work collaboratively with search committee members to foster a working environment that acknowledges the challenges that the college faces at this time and is likely to face in the future. The committee should also focus on selecting candidates who offer the promise of moving the college forward. I hope the search committee members will generate an environment of trust and collegiality, where open dialogue is possible and a healthy exchange of ideas is ensured.

I also expect the search to be thorough in its ability to draw from an optimum pool of candidates, who address, if not represent, all aspects of diversity, acknowledge the necessity for the college to serve our underserved and underrepresented populations. Therefore, the selection of the search firm is critical, as is the time and energy that all committee members invest in this process. I am willing to make this commitment.

Top Five. Please describe what you believe to be the top five characteristics/capabilities needed in the next College president. (350 word maximum)

1. Visionary
2. Strong academic background, with demonstrated understanding of, and conviction about the value of Liberal Arts
3. Demonstrated fundraising ability and extensive experience
4. Deliberative and Introspective in their management skills
5. Effective communication skills

Visionary

Ability to push boundaries to address challenges of public liberal arts education;
Acknowledge and embrace the changing demographics? of the state of NJ and use it strategically to move this college forward;

Ability to imagine Ramapo College beyond Northern New Jersey, as a lead regional institution that builds and has a strong vision for all programs in college, instead of focusing on trends that are untested and transitory;

Ability to understand the state of higher education within the tristate area, the nation, and the global context;

Strong Academic Background with demonstrated understanding of, and conviction about the value of Liberal Arts

Experience in and deep/ extensive connection with higher education;

Ability to understand the direction in which higher education in this country has been headed and its associated challenges and pitfalls;

Ability to find creative ways to engage with the representation and empowerment of diverse voices;

Ability to understand and support (by evidence) the role of unions in sustaining academia and social mobility;

Fundraising ability and experience

Ability to work toward equity and fairness in access to resources and opportunities for the college;

Ability to identify new, innovative program proposals that are cost-effective, sustainable, and competitive with other schools in the region;

Ability to tap into both existing resources and cultivate newer models for fundraising for the college, particularly given the increasing challenges to funding public liberal arts higher education.

Deliberative and Introspective in their Management Strategies

Demonstrate a commitment to diversifying the administration, in identity and thought, in order to reflect the diversity in student population and region in general;

Demonstrate an understanding of the ethical standards associated with shared governance and management of responsibilities;

Ability to recognize that change begins at the top; therefore, demonstrate evidence-based and collaborative decision-making;

Effective Communication Skills and ability to reach all campus constituencies

Familiarity with and ability to collaborate with a variety of stakeholders, including the various union representatives at the College;

Ability to serve the needs of all constituents of the college and foster a culture of collegiality and consensus-building;

Ability to advocate on behalf of Ramapo College to the state government, its supporters and allies across public higher education constituents, and to the larger community;

Finally, the selected candidate must be someone who models and messages the values that the college embodies going into the 21st century.
