



2024 ANNUAL INSTITUTIONAL PROFILE



Submitted to
The New Jersey Office of the Secretary of Higher Education
by
The Office of Institutional Research
September 2024

Statement of Assurance

All information supplied in the Annual Institutional Profile Report submitted by Ramapo College of New Jersey is accurate and complete to the best of my knowledge. Ramapo College of New Jersey reserves the rights to change, add, or delete any information contained in this document.



Dr. Cindy R. Jebb, President

September 20, 2024

Date

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I. PROFILE OF RAMAPO COLLEGE OF NEW JERSEY

Noteworthy accolades* for the academic year 2023-2024:

*For a more comprehensive list of accolades and honors, please visit:

www.ramapo.edu/accolades

U.S. News & World Report

Ramapo College remains a top institution in the Best Regional Universities North category, ascending to #27 among all schools in the same region, as determined in the 2023-2024 U.S. News & World Report Best Colleges. Additional rankings include:

Top Value School, a category that looks at the quality of academic programming delivered with a low net cost of attendance, climbing up 12 spots.

Top Performers on Social Mobility, a category that measures success in enrolling and graduating a large proportion of economically disadvantaged students, earned Ramapo the #57 spot on the list in the region, up 14 from 2022.

Best Undergraduate Teaching, an honor acknowledges how our faculty and administrators are committed to teaching undergraduate students in a high-quality manner, ascending the rankings 12 spots.

Best Colleges for Veteran Students, recognizing Ramapo's commitment to veteran students, increasing by two places.

Nursing, Business, and Psychology all earned designations for their strong and competitive undergraduate programs.

College Choice

Ramapo College of New Jersey is named among the top in College Choice's 20 Best Colleges in New Jersey in 2023. Ramapo ranks as #1 among the nine public colleges in New Jersey and is ranked #3, with Princeton University and Stevens Institute of Technology, in the top two spots.

Forbes

Ramapo College of New Jersey has once again been named to Forbes' America's Best Colleges for 2023, including a top 10 ranking for public medium-sized schools. Only 500 four-year schools were selected after careful review of data points that include alumni salary, student debt load, graduation rate, return on investment, retention rate, and Forbes American Leaders List.

Ramapo leapt 18 places from last year, testimony to the commitment to deliver an affordable, accessible, and transformative education.

Princeton Review

Ramapo College of New Jersey is recognized in the listing for 2024 Best Colleges: Region by Region for the Northeast. The lists are based on survey responses from “the true experts in on-campus life – the students.”

Washington Monthly

Ramapo College of New Jersey has been named to Washington Monthly’s 2023 Master’s University list, which ranks liberal arts colleges—four-year institutions that award almost exclusively bachelor’s degrees and that focus on arts and sciences rather than professional programs—based on a contribution to the public good in three broad categories: social mobility, research, and promoting public service.

Colleges of Distinction

Ramapo College of New Jersey has been recognized as a College of Distinction for 2024-2025 in the U.S. by Colleges of Distinction, which honors schools nationwide for their excellence in:

- Student Engagement
- Quality of Teaching
- Vibrancy of the College Community
- Success of Graduates

Niche

For the seventh consecutive year, Ramapo College’s residence halls are ranked #1 among all public and private colleges and universities in New Jersey by Niche in its announcement of the 2024 Best College Dorms in America. Nationally, Ramapo maintained its ranking in the top 2 percent, moving up jumping seven spots to #16 out of 1,447 institutions. Per Niche, top-ranked colleges offer outstanding campus housing that is safe and clean with modern amenities at reasonable prices. Ramapo College ranks in the top 8% nationally as a Best Value College in Niche for 2024.

Money Magazine

Ramapo College of New Jersey has been named to the 2024 Best Colleges in America list by Money magazine. Only the top 745 higher education institutions made the list. Factors including graduation rates, cost of attendance, and financial aid were analyzed to determine the 4.5 star rating, placing Ramapo right behind the only two 5.0 star rated institutions in New Jersey, Princeton and Stevens Institute of Technology.

Ramapo College of New Jersey has been honored by Money magazine on its 2024 Best Colleges in the Northeast rankings list, one of only 74 in the region, and the only public college in Northern New Jersey.

Condé Nast Traveler

Ramapo College of New Jersey has been named by Condé Nast Traveler one of the 50 Most Beautiful College Campuses in America.

College Consensus

Ramapo College of New Jersey is ranked one of the top “Best Value Colleges and Universities” in 2022 by College Consensus.

Kiplinger’s Personal Finance

For the 14th consecutive year, Ramapo College of New Jersey is listed in Kiplinger’s Personal Finance Magazine. Ramapo is ranked among the “100 Best Values in Public Colleges” for in-state tuition and fees for 2020-2021. Ramapo is one of only three New Jersey public institutions of higher education included in the list. The report features institutions that deliver a high-quality education at an affordable price, and Ramapo College was included due to its high four-year graduation rate, abundant financial aid and low cost.

Fortune Magazine

The Master of Science in Data Science program at Ramapo College of New Jersey has been nationally ranked a Top 30 master’s degree program by Fortune Magazine, making it the #1 graduate data science program in New Jersey.

RegisteredNursing.org

Ramapo College of New Jersey has once again been ranked as the #1 online RN to BSN program in NJ for 2023 and is one of the top 3 RN nursing programs in NJ in 2023.

The MSN in Nursing Administration has been ranked #5 in the nation for 2023. The Nursing Administration program offers nurses the knowledge and expertise necessary to achieve the goals of addressing the management of nursing teams, staff, and other duties as outlined by the AACN and hospital leadership in the region.

Nursing Process

Ramapo College of New Jersey is one of the top 5 best nursing schools in NJ for its Bachelor of Science in Nursing (BSN) program by Nursing Process 2023.

NJ Biz Top 20 MBA Program

Ramapo College of New Jersey proudly offers one of the Top 20 MBA programs in New Jersey, as rated by NJ Biz for 2022. The Anisfield School of Business is one of the select institutions worldwide that is accredited by the AACSB.

Military Friendly®

Ramapo College of New Jersey has earned the gold award as a military-friendly school by 2024-2025 Military Friendly® Schools. Of the more than 12,000 VA-approved schools nationwide, only the top 15 percent of schools were recognized as military friendly. Ramapo was noted for its services to veterans that include reasonable transfer of credit, financial benefits, veterans clubs, credit for military training and nationally recognized testing programs, flexible class schedules, and membership in the Service Members Opportunities Colleges.

College Magazine

Ramapo College of New Jersey has been recognized by College Magazine as one of the top ten campuses for students with physical disabilities for 2023-2024. Disability-friendly accommodations such accessible residence halls, classrooms, and transportation are why Ramapo College one of the best schools for students who need physical accommodations.

Great Value Colleges

Ramapo College of New Jersey has been recognized by Great Value Colleges as the top college in New Jersey and was ranked 24th in the country on its list of Best Disability Friendly Schools. Ramapo College's Office of Specialized Services (OSS) coordinates the support services and accommodations for approximately 500 students with disability. Ramapo was distinguished for its "top-notch disability services that allow their students to succeed."

National Association of Colleges and Employers

Ramapo College of New Jersey has been recognized for excellence in career services by the National Association of Colleges and Employers (NACE). Ramapo's "Pathways to Success: Creating a Culture and Structure of Career Development" was named the top program in the category honoring career services best practices in 2021.

Animation Career Review

Ramapo College of New Jersey has been recognized as a 2023 top graphic design school program in New Jersey by Animation Career Review. Criteria for determining such a designation include academic reputation, depth and breadth of program faculty, value related to tuition and indebtedness, and graduation and retention rates.

INTRODUCTION

Strategic Planning. Ramapo’s strategic planning process began in November 2021 and concluded in January 2023. The nearly 14-month process featured an all-hands-on-deck, future-centered, data-informed, and strengths-based approach to envisioning the College’s future via four key components: The Future Series, Needs Statement Process, Campus Facilities Planning, and Plan Writing Team.. As the 14-month process ensued, the learnings derived from these components reaffirmed the College’s Mission and Values, informed a reimagined vision, and yielded *Boldly Ascending: RCNJ’s 2023-29 Strategic Plan.*

Mission: Reaffirmed

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.

Values: Reaffirmed

Ramapo College is the Public Liberal Arts College of the state of New Jersey. The work of the College and its members is conducted with integrity. Our values are:

- Teaching, learning, and mentoring—we are actively engaged in and out of the classroom.
- Developing the whole person—we are scholars, we are creators, we are local and global citizens, and we are individuals.
- Respecting each other and our environment—we are an open, inclusive, supportive, and sustainable community.

Vision: Reimagined

Ramapo College delivers a transformative education in a diverse community dedicated to welcoming and mentoring students who bring with them a range of lived experiences. We will achieve national distinction for developing empathetic problem solvers, ethical change agents, and responsible leaders who make a positive impact and thrive in a changing world.

Following Board of Trustees endorsement and a series of collaborative unit planning and assessment activities in Spring 2023, the College’s new Strategic Plan, *Boldly Ascending:*

2023-2029, launched. *Boldly Ascending* includes three key goals (Academic Excellence & Student Success, Inclusive Community, and Agile Stewardship) and 13 aligned objectives. It is accompanied by an institutional commitment to continuous learning and a series of key performance indicators.

Leadership. Dr. Cindy R. Jebb, joined as Ramapo's fifth president in July 2021, following her retirement from the U.S. Army at the rank of Brigadier General after 39 years of service to the nation. Dr. Jebb served as Professor and Head of the Department of Social Sciences at the U.S. Military Academy at West Point before assuming the duties as Dean of the Academic Board there. She earned a Ph.D. in Political Science from Duke University, a M.A. in Political Science from Duke, an M.A. in National Security and Strategic Studies from the Naval War College, and a B.S. from the United States Military Academy at West Point. Author and co-author of three books, a recipient of an honorary doctorate in humane letters from Bard College, and a member of the Council on Foreign Relations, Dr. Jebb has taught courses in Comparative Politics, International Security, International Relations, Cultural Anthropology, Terrorism and Counterterrorism, and Officership. Additionally, Dr. Jebb has served in command and staff positions at home and abroad, conducted human security research in Africa, and completed study projects in Iraq and Afghanistan.

In 2023, Dr. Michael Middleton assumed the role of Provost and Vice President for Teaching, Learning and Growth with Ramapo College. Dr. Middleton brings a wealth of experience, perspective, and expertise to RCNJ. He joined Ramapo from Hunter College, City University of New York, where he was the Klara and Larry Silverstein Dean of the School of Education and Professor of Educational Foundations. The recipient of multiple teaching excellence awards, Middleton has also secured millions of dollars in grant support from the National Science Foundation for successful efforts related to student motivation and persistence. Middleton has also enjoyed administrative and faculty roles with the University of Massachusetts Boston, Harvard University, University of New Hampshire, and George Mason University. Throughout his career he has been tapped by national organizations including the American Psychological Association, the Carnegie Foundation, and the American Educational Research Association. His educational background includes: Ph.D. in Combined Program in Education and Psychology, University of Michigan; Ed.M, Human Development and Psychology, Harvard University; and A.B., Psychology, Cum Laude, Harvard College.

College of Choice. For the Fall 2023 semester, almost 73% of first-year applicants were accepted. The Fall 2023 entering class represented students from across all of New Jersey's 19 counties as well neighboring states and foreign countries. Although the submission of SAT/ACT scores is optional for Ramapo College applicants, the average

combined SAT score of these students was 1207, representing a five year upward trend in the academic profile of the College's incoming class.

Offerings. Organized into five schools the college offers undergraduate and graduate degree programs and a doctoral program. The College's academic programs are complemented by guest lectures, performances, service-learning and a range of off-campus experiences. The College offers Bachelor's degrees in the arts, business, the humanities, the social sciences, and the sciences, as well as in professional studies such as nursing, social work, and teacher education. Eleven programs were offered in Academic Year 2023-2024 which lead to a Master's degree i.e., Master of Arts in Educational Leadership; Master of Arts in Special Education; Master of Business Administration; Master of Social Work; Master of Science in Accounting; Master of Science in Applied Mathematics; Master of Science in Computer Science; Master of Science in Data Science; Master of Science in Contemporary Instructional Design; Master of Science in Nursing; and Master of Fine Arts in Creative Music. Ramapo continues to also successfully deliver its first doctoral program, a Doctor of Nursing Practice (DNP). The College offers joint degree programs with Rutgers University Biomedical and Health Sciences-School of Health-Related Programs in Clinical Laboratory Science and Medical Imaging Science and maintains articulation agreements with other participating institutions with programs in Chiropractic, Dentistry, Optometry, Osteopathic Medicine, Pharmacy, Physical Therapy, Podiatric Medicine and Biomedicine.

Partnerships. An important component of the College's strategy has been the building of partnerships with members of the surrounding communities, the State, high schools, other colleges, and domestic and international organizations and corporations. Faculty and staff have been successful in obtaining major grants from State, national, and international sources to support scholarship, partnerships, curricular improvements, seminars, and conferences. Their efforts have brought recognition in the form of Fulbright Awards and Guggenheim Fellowships, international presentations, numerous prestigious awards, and major grants from the National Science Foundation, the National Endowment for the Arts, and the National Endowment for the Humanities. The College is the proud home of the Jane Addams Papers Project, the American History Textbook Project, a community partner with the Ramapo Munsee Lenape Nation, and more.

Campus Environment. Ramapo College of New Jersey is located in Mahwah Township in northwestern Bergen County. The 300 plus-acre campus boasts a pastoral location in the foothills of the Ramapo Mountains while being only a 30-minute ride into New York City. The institution continues to make capital investments in its physical plant with a special emphasis on instructional spaces. The barrier-free campus was designated

“Stigma Free” by the National Alliance on Mental Illness. Facilities include general and specialized classrooms and laboratories, a state-of-the-art Learning Commons, a center for fine and performing arts, a sports and recreation center, a student center, athletic fields, dining halls, and student apartments and residence halls.

Capital Investment. In AY 2022-23 the College continued its Campus Facilities Planning and also celebrated the opening of its Multicultural Center and its First-Generation Student Center. The comprehensive Campus Facilities Plan, Revitalize, Renew, and Retool, was approved in January 2024 and serves as a blueprint for the College’s physical footprint inclusive of campus facilities, grounds, wayfinding, and infrastructure. The newly opened Multicultural Center supports the College’s traditionally underrepresented students from all cultural backgrounds, and promotes productive, intercultural discourse among all students, faculty and staff at Ramapo. And, Ramapo’s new First-Generation Student Center provides purposeful support and engaging services to create an equitable environment for first-generation Roadrunners. The Center has attracted external resources including private gifts and a grant from the Center for First-Generation Student Success and Council for Opportunity in Education.

The Peter P. Mercer Learning Commons, which houses the newly renovated George T. Potter Library, opened its doors in 2021. The Learning Commons provides a variety of flexible learning environments and high-quality experiences for both individual and group study while co-locating library, information technology, learning centers, and academic support services. The Learning Commons also features a makerspace, expanded Special Collections, the Ramapo Investigative Genetic Genealogy Center, and enhanced spaces for Reference and Research Services. In addition to two informational literacy classrooms, the Learning Commons also added over 20 technology-rich group study rooms to be used for screening films, conducting group presentations, one-button studio recording, video conferences, and remote learning.

II. DATA BY CATEGORY

A. ACCREDITATION STATUS

LICENSE Ramapo College of New Jersey is licensed by the State of New Jersey.

INSTITUTIONAL ACCREDITATION: Ramapo College of New Jersey is accredited by the Middle States Commission on Higher Education (MSCHE), 1007 North Orange Street, 4th Floor, MB #166, Wilmington, DE 19801.

PROFESSIONAL ACCREDITATIONS

- Accreditation Commission for Education in Nursing (ACEN)
- American Chemical Society (ACS)
- Association to Advance Collegiate Schools of Business (AACSB)
- Council for the Accreditation of Educator Preparation (CAEP)
- Council on Social Work Education (CSWE)

B. NUMBER OF STUDENTS SERVED

Ramapo College served over 6,300 students during fiscal year 2024. In Fall 2023, 5,521 students were enrolled, while in Spring 2024 5,302 students were enrolled at Ramapo College.

In Fall 2023, 7,553 applications were submitted by prospective first-year students, and over 73 percent were admitted to the College. Of those admitted, over 18 percent subsequently enrolled.



**Table II.B.1
Undergraduate Enrollment by Attendance Status: Fall 2023**

Full Time		Part Time		Total
Number	Percent	Number	Percent	
4,393	87.6	620	12.4	5,013

**Table II.B.2
Graduate Enrollment by Attendance Status: Fall 2023**

Full Time		Part Time		Total
Number	Percent	Number	Percent	
185	36.4	323	63.6	508

**Table II.B.4
Unduplicated Enrollment: FY 2024**

	Number	Credit Hours	FTE
Undergraduate	5,516	149,062	4,969
Graduate	667	11,438	477
Doctoral Nursing Practice			11
Total	6,183	160,500	5,457

C. CHARACTERISTICS OF UNDERGRADUATE STUDENTS

Over 90 percent of the 1,007 new students enrolled in Fall 2023 were regular admits and almost 10 percent were Educational Opportunity Fund (EOF) students.

The Ramapo College admissions process became test-optional for most programs starting in Fall 2021.



MEAN SAT SCORES

**Table II.C.1
Mean Math and Evidence-Based Reading & Writing (ERW) SAT Scores
for First-Year Students by Admission Status: Fall 2023**

Admission Status	Math		Reading & Writing	
	SAT Score	N	SAT Score	N
FULL-TIME STUDENTS				
Regular Admits	605	47	589	47
EOF Admits	587	7	620	7
Special Admits	0	0	0	0
All Admits	603	54	593	54
<i>Math and Reading & Writing scores were not available for 953 full-time students.</i>				
Admission Status	Math		Reading & Writing	
	SAT Score	N	SAT Score	N
PART-TIME STUDENTS				
Regular Admits	-	5	-	5
EOF Admits	0	0	0	0
Special Admits	0	0	0	0
All Admits	-	5	-	5
<i>Math and Reading & Writing scores were not available for 5 part-time students.</i>				

ENROLLMENT IN REMEDIATION COURSES

**Table II.C.2a
Total Undergraduate Enrollment in Remediation Courses:
Fall 2023**

Total Undergrads	Undergrads in 1+ Remediation Courses	Percent of Total
4,664	451	9.7

**Table II.C.2b
Total First-Time, Full-Time Student Enrollment in Remediation Courses:
Fall 2023**

Total FTFT Students	FTFT Students in 1+ Remediation Courses	Percent of Total
1,007	394	39.1

**Table II.C.2c
First-Time, Full-Time Enrollment in Remediation Courses
by Subject Area:
Fall 2023**

Subject Area	Number of FTFT Enrolled	Percent of FTFT Enrolled
Computation	334	33.2
Algebra	60	6.0
Reading	0	0.0
Writing	0	0.0
English	0	0.0

DEMOGRAPHICS

In Fall 2023, 5,521 students enrolled at Ramapo College of New Jersey. Of those, nearly 91 percent were undergraduates. Almost 88 percent of the undergraduates were enrolled full-time, and nearly 58 percent were female. Among the undergraduates who provided information regarding race/ethnicity, approximately 55 percent were White Non-Hispanic. In fact, minorities accounted for nearly 42 percent of the population. Over 87 percent of all undergraduates were between the ages of 18 and 24, with an average age of 20 years. A large proportion of undergraduates i.e., nearly 94 percent were from New Jersey, nearly 45 percent of whom were from Bergen County.

Table II.C.3a
Undergraduate Enrollment by Race/Ethnicity and Attendance Status:
Fall 2023

Race/Ethnicity	Full-Time		Part-Time		Total	
	N	Percent	N	Percent	N	Percent
White	2,381	54.2	369	59.5	2,750	54.9
Black	270	6.1	33	5.3	303	6.0
Hispanic	1,120	25.5	93	15.0	1,213	24.2
Asian*	466	10.6	55	8.9	521	10.4
American Indian	15	0.3	1	0.2	16	0.3
Alien	48	1.1	1	0.2	49	1.0
Unknown**	93	2.1	68	11.0	161	3.2
Total	4,393	100.0	620	100.0	5,013	100.0

* Asian includes Pacific Islanders.

** Unknown includes two or more races.

Table II.C.3b
Undergraduate Enrollment by Sex and Attendance Status:
Fall 2023

Sex	Full-Time		Part-Time		Total	
	N	Percent	N	Percent	N	Percent
Male	1,847	42.0	266	42.9	2,113	42.2
Female	2,546	58.0	354	57.1	2,900	57.8
Total	4,393	100.0	620	100.0	5,013	100.0

Table II.C.3c
Undergraduate Enrollment by Age and Attendance Status:
Fall 2023

Age	Full-Time		Part-Time		Total	
	N	Percent	N	Percent	N	Percent
<18	7	0.2	168	27.1	175	3.5
18-19	1,563	35.6	72	11.6	1,635	32.6
20-21	1,767	40.2	37	6.0	1,804	36.0
22-24	804	18.3	129	20.8	933	18.6
25-29	166	3.8	94	15.2	260	5.2
30-34	43	1.0	25	4.0	68	1.4
35-39	15	0.3	22	3.6	37	0.7
40-49	18	0.4	28	4.5	46	0.9
50-64	10	0.2	19	3.1	29	0.6
65+	0	0.0	26	4.2	26	0.5
Unknown	0	0.0	0	0.0	0	0.0
Total	4,393	100.0	620	100.0	5,013	100.0

STUDENTS RECEIVING FINANCIAL ASSISTANCE FROM VARIOUS SOURCES

During FY 2023, undergraduates at Ramapo received financial aid from a variety of Federal, State, and institutional programs. Nearly 53 percent of the awarded aid came from Federal sources.

Table II.C.4
Students Receiving Financial Aid from Federal-, State-, and Institution-Funded
Programs: AY 2022-23

Program	# of Recipients	Dollars (\$)	\$/Recipient
FEDERAL PROGRAMS			
Pell Grants	1,380	7,397,000	5,360.14
College Work Study	135	218,000	1,614.81
Perkins Loans	-	-	-
SEOG	172	319,000	1,854.65
PLUS Loans	336	5,323,000	15,842.26
Stafford Loans (Subsidized)	1,419	5,536,000	3,901.34
Stafford Loans (Unsubsidized)	1,786	6,923,000	3,876.26
SMART & ACG or other	3	12,000	4,000.00
CARES Act- HEERF Student Aid	21	19,000	904.76

Table II.C.4 (cont'd)
Students Receiving Financial Aid from Federal-, State-, and Institution-Funded Programs: AY 2022-23

Program	# of Recipients	Dollars (\$)	\$/Recipient
STATE PROGRAMS			
Tuition Aid Grants (TAG)	1,075	7,430,000	6,911.63
Educational Opportunity Fund (EOF)	317	586,000	1,848.58
Other State Programs (OSRP, NJ-GIVS, WTC, etc.)	16	136,000	8,500.00
Distinguished Scholars	--	--	--
Urban Scholars	1	1,000	1,000.00
NJ STARS	24	51,000	2,125.00
NJCLASS Loans	104	1,628,000	15,653.85
INSTITUTIONAL PROGRAMS			
Grants/Scholarships	1,631	13,420,000	8,228.08
Loans	n/a	n/a	n/a

NEW JERSEY RESIDENTS

Table II.C.5a
First-Time Undergraduate Enrollment of New Jersey Residents:
Fall 2023

State Residents	Non-State Residents	Total	% State Residents
946	66	1,012	93.5

Table II.C.5b
Total Undergraduate Enrollment of New Jersey State Residents:
Fall 2023

State Residents	Non-State Residents	Total	% State Residents
4,695	318	5,013	93.7

D. STUDENT OUTCOMES

The one-year retention rate for the first time, full-time degree seeking cohort of Fall 2022 was 87 percent. The six-year graduation rate for the first time, full time, degree-seeking cohort of Fall 2017 was about 72 percent.



Table II.D.1
Four-, Five-, and Six-Year Graduation Rates by Race/Ethnicity:
Fall 2017 Cohort of First-Time, Full-Time Degree/Certificate-Seeking Students

Race/ Ethnicity	Cohort Size	Four-Year Graduation Rate		Five-Year Graduation Rate		Six-Year Graduation Rate	
		N	Percent	N	Percent	N	Percent
White	507	315	62.1	367	72.4	382	75.3
Black	56	24	42.9	29	51.8	33	58.9
Hispanic	190	89	46.8	113	59.5	117	61.6
Asian	82	55	67.1	63	76.8	65	79.3
Alien	37	31	83.8	31	83.8	31	83.8
Other*	45	26	57.8	30	66.7	30	66.7
Total	917	540	58.9	633	69.0	659	71.9

* Other includes American Indians, Native Hawaiian and Pacific Islanders, 2 or More Races, and Unknown.

Table II.D.2
Third-Semester Retention Rates of First-Time Undergraduates by
Attendance Status:
Fall 2022 to Fall 2023

FULL-TIME			PART-TIME		
First-Time Undergrads	Number Retained	Percent Retained	First-Time Undergrads	Number Retained	Percent Retained
846	737	87.1	4	4	100.0

E. FACULTY CHARACTERISTICS

In Fall 2023, 190 full-time faculty and 306 adjuncts and part-time faculty (i.e., administrative staff who taught a course) taught 5,521 students at Ramapo College. Of the 190 full-time faculty members, nearly 81 percent were tenured, almost 53 percent were female, and almost 65 percent were White Non-Hispanic. Ninety-five percent of the full-time faculty members possess a doctorate or a terminal degree. The student-faculty ratio was 16 to 1, and the average undergraduate class size was 21.



**Table II.E.1
Full-Time Faculty by Race/Ethnicity, Sex, and Tenure Status:
Fall 2023**

Race/Ethnicity	Tenure Status	Rank	Male		Female		Total	
			N	Percent	N	Percent	N	Percent
White, Non-Hispanic	Tenured	Professors	27	45.0	20	31.7	47	38.2
		Associate Professors	22	36.7	26	41.3	48	39.0
		Assistant Professors	3	5.0	3	4.8	6	4.9
		All Others	0	0.0	0	0.0	0	0.0
	Non-Tenured*	Professors	0	0.0	0	0.0	0	0.0
		Associate Professors	0	0.0	1	1.6	1	0.8
		Assistant Professors	6	10.0	9	14.3	15	12.2
		All Others	2	3.3	4	6.3	6	4.9
Total, White, Non-Hispanic			60	100.0	63	100.0	123	100.0

Table II.E.1 (cont'd)
Full-Time Faculty by Race/Ethnicity, Sex, and Tenure Status:
Fall 2023

Race/Ethnicity	Tenure Status	Rank	Male		Female		Total	
			N	Percent	N	Percent	N	Percent
Black, Non-Hispanic	Tenured	Professors	2	25.0	1	14.3	3	20.0
		Associate Professors	1	12.5	2	28.6	3	20.0
		Assistant Professors	3	37.5	1	14.3	4	26.7
		All Others	0	0.0	0	0.0	0	0.0
	Non-Tenured*	Professors	0	0.0	0	0.0	0	0.0
		Associate Professors	1	12.5	0	0.0	1	6.7
		Assistant Professors	1	12.5	3	42.9	4	26.7
		All Others	0	0.0	0	0.0	0	0.0
Total, Black Non-Hispanic			8	100.0	7	100.0	15	100.0
Hispanic	Tenured	Professors	0	0.0	2	25.0	2	16.7
		Associate Professors	3	75.0	5	62.5	8	66.7
		Assistant Professors	0	0.0	1	12.5	1	8.3
		All Others	0	0.0	0	0.0	0	0.0
	Non-Tenured*	Professors	0	0.0	0	0.0	0	0.0
		Associate Professors	1	25.0	0	0.0	1	8.3
		Assistant Professors	0	0.0	0	0.0	0	0.0
		All Others	0	0.0	0	0.0	0	0.0
Total Hispanic			4	100.0	8	100.0	12	100.0

Table II.E.1 (cont'd)
Full-Time Faculty by Race/Ethnicity, Sex, and Tenure Status:
Fall 2023

Race/Ethnicity	Tenure Status	Rank	Male		Female		Total	
			N	Percent	N	Percent	N	Percent
Asian/Pacific Islanders	Tenured	Professors	6	40.0	5	27.8	11	33.3
		Associate Professors	6	40.0	6	33.3	12	36.4
		Assistant Professors	2	13.3	1	5.6	3	9.1
		All Others	0	0.0	0	0.0	0	0.0
	Non-Tenured*	Professors	0	0.0	0	0.0	0	0.0
		Associate Professors	0	0.0	1	5.6	1	3.0
		Assistant Professors	1	6.7	5	27.8	6	18.2
		All Others	0	0.0	0	0.0	0	0.0
Total Asian/Pacific Islander			15	100.0	18	100.0	33	100.0
Aliens	Tenured	Professors	0	0.0	0	0.0	0	0.0
		Associate Professors	0	0.0	1	100.0	1	100.0
		Assistant Professors	0	0.0	0	0.0	0	0.0
		All Others	0	0.0	0	0.0	0	0.0
	Non-Tenured*	Professors	0	0.0	0	0.0	0	0.0
		Associate Professors	0	0.0	0	0.0	0	0.0
		Assistant Professors	0	0.0	0	0.0	0	0.0
		All Others	0	0.0	0	0.0	0	0.0
Total Alien			0	0.0	1	100.0	1	100.0

Table II.E.1 (cont'd)
Full-Time Faculty by Race/Ethnicity, Sex, and Tenure Status:
Fall 2023

Race/Ethnicity	Tenure Status	Rank	Male		Female		Total	
			N	Percent	N	Percent	N	Percent
Two- or more races	Tenured	Professors	1	100.0	1	33.3	2	50.0
		Associate Professors	0	0.0	1	33.3	1	25.0
		Assistant Professors	0	0.0	0	0.0	0	0.0
		All Others	0	0.0	0	0.0	0	0.0
	Non-Tenured*	Professors	0	0.0	0	0.0	0	0.0
		Associate Professors	0	0.0	0	0.0	0	0.0
		Assistant Professors	0	0.0	1	33.3	1	25.0
		All Others	0	0.0	0	0.0	0	0.0
Total 2 or more races			1	100.0	3	100.0	4	100.0
Unknown	Tenured	Professors	1	50.0	0	0.0	1	50.0
		Associate Professors	1	50.0	0	0.0	1	50.0
		Assistant Professors	0	0.0	0	0.0	0	0.0
		All Others	0	0.0	0	0.0	0	0.0
	Non-Tenured*	Professors	0	0.0	0	0.0	0	0.0
		Associate Professors	0	0.0	0	0.0	0	0.0
		Assistant Professors	0	0.0	0	0.0	0	0.0
		All Others	0	0.0	0	0.0	0	0.0
Total Unknown			2	100.0	0	0.0	2	100.0
GRAND TOTAL			90	100.0	100	100.0	190	100.0

**Non-Tenured refers to full-time temporary faculty.*

Table II.E.2
Percentage of Course Sections Taught by Full-Time Faculty:
Fall 2023

Total Number of Course Sections	Courses Taught By Full-Time Faculty		Courses Taught By Adjunct Faculty		Courses Taught By Others*	
	N	Percent	N	Percent	N	Percent
1,035	548	52.9	398	38.5	89	8.6

**Others includes full-time administrators.*

Table II.E.3
Ratio of Full-Time to Part-Time Faculty:
Fall 2023

Full-Time		Part-Time*		Total	
N	Percent	N	Percent	N	Percent
190	41.3	270	58.7	460	100.0

**Includes 89 full-time administrators who taught a course*

F. CHARACTERISTICS OF TRUSTEES OR GOVERNORS

Per New Jersey statute, the members of the Board of Trustees are appointed by the Governor with the advice and consent of the Senate. The Board of Trustees recommends potential new members to the Governor in accord with its Bylaws and Committee Charter, which state in pertinent part, “The Public Members shall be recommended for the expertise and experience which they can contribute to the mission of the College and should be representative of the diversity of the state,” and “In carrying out this responsibility, the Nominations and Governance Committee of the Board of Trustees shall seek individuals with skills complementary to the range of expertise among existing members. Potential members shall be of diverse backgrounds.”



**Table II.F.1
Race/Ethnicity and Sex of Trustees*: Spring 2024**

Race/Ethnicity	Male		Female		Total	
	N	Percent	N	Percent	N	Percent
White	5	62.5	3	75.0	8	66.7
Black	1	12.5	0	0.0	1	8.3
Hispanic	2	25.0	0	0.0	2	16.7
Asian	0	0.0	1	25.0	1	8.3
Unknown	0	0.0	0	0.0	0	0.0
Total	8	100.0	4	100.0	12	100.0

**Race/Ethnicity of the alternate student trustee is not included in the table.*

**Table II.F.2
List of Trustees/Governors with Titles and Affiliations: Spring 2024**

Name	Title	Affiliation
Susan A. Vallario, Chair		Retired Manufacturing
Michael Ben-David	Superintendent	Tenaflly Public Schools
William F. Dator, Immediate Past Chair	Broker Associate	Christie's
Marize Helmy	Attorney	Manna Helmy Law Group
Gloria Jeong	Student Trustee	Ramapo College of New Jersey
Chris Lopez	Founder	ProfiTank
Albert. C. Nieves		
Kyree Robinson-Banks	Student Trustee	Ramapo College of New Jersey
George C. Ruotolo, Jr., CFRE	Chairman and CEO	Ruotolo Associates Inc.
Adam J. Sabath	Owner	Advocacy & Management
David G. Schlussel	Founding Member	Key Properties LLC
Dr. Cindy R. Jebb, Ex Officio	President	Ramapo College of New Jersey
Vacant		

**Table II.F.3
URL of Webpage with Information on Trustees/Governors:**
<http://www.ramapo.edu/board>

G. PROFILE OF THE INSTITUTION

DEGREE AND CERTIFICATE PROGRAMS

**Table II.G.1
Degree and Certificate Programs: Spring 2024**

Degree	Major	Concentration	
Bachelor of Arts	Africana Studies		
	American Studies		
	Communication Arts	Digital Filmmaking	
		Digital Journalism and Writing	
		Global Communication & Media	
		Visual Communication Design	
	Contemporary Arts		
	Economics		
	English & Literary Studies	Creative Writing	
		Specialized Studies	
	Environmental Studies		
	History		
	Humanities & Global Studies (formerly Liberal Studies)		
	International Business		
	International Studies		
	Law & Society		
	Music	Music Education	
		Music Industry	
		Music Performance	
		Music Production	
		Music Studies	
	Philosophy		
	Political Science		
	Psychology		
	Social Science	Community Mental Health	
		Education Studies	
		Ethnicity & Race Studies	
		Gender & Sexuality Studies	
		Labor, Work & Organization	
		Society & Culture	
Sociology	Criminology		
	Social Inequality		
Spanish Language Studies			
Sustainability			
Theater	Acting		
	Design/Technical Theater		
	Directing/Stage Management		
	Theater Studies		

**Table II.G.1 (cont'd)
Degree and Certificate Programs: Spring 2024**

Degree	Major	Concentration
Bachelor of Arts (cont'd)	Visual Arts	Art History
		Drawing & Painting
		Drawing & Painting with Art Therapy
		Electronic Art & Animation
		Photography
		Sculpture
		Sculpture with Art Therapy
Bachelor of Science	Accounting	
	Biochemistry	
	Bioinformatics	
	Biology	
	Chemistry	
	Clinical Lab Science	
	Computer Science	
	Data Science	
	Elementary Education	
	Engineering Physics	
	Environmental Science	
	Finance	
	Information Technology Management	
	Integrated Science Studies	Business Studies
		Public Policy Administration
		Science and Society
		Science Journalism
	Management	
Marketing		
Mathematics		
Medical Imaging Science		
Neuroscience		
Bachelor of Science in Nursing	Nursing (BSN)	
Bachelor of Social Work	Social Work (BSW)	
Master of Arts	Educational Leadership	
	Special Education	
Master of Fine Arts	Creative Music Technology (MFA)	
Master of Business Administration	Business Administration (MBA)	

**Table II.G.1 (cont'd)
Degree and Certificate Programs: Spring 2024**

Degree	Major	Concentration
Master of Science	Accounting	
	Applied Mathematics	
	Computer Science	
	Contemporary Instructional Design	
	Data Science	
	Nursing (Adult Gerontology Nurse Practitioner)	
	Nursing (Education Track) (MSN)	
	Nursing (Family Nurse Practitioner)	
	Nursing (Nurse Administration)	
Master of Social Work	Social Work (MSW)	
Doctorate	Nursing Practice (DNP)	
Post-Baccalaureate Certificate	Teacher Education, Elementary (Teacher Certification)	
	Teacher Education, Middle-School (Teacher Certification)	
Post-Master's Certificate	Nursing Education	
Articulation Agreements in the Health Professions		
<i>Degree(s)</i>	<i>Major</i>	<i>Affiliated School</i>
BS/MS	Bioinformatics	Rutgers – School of Health Related Professions
BS/DC	Chiropractic	Northeast College of Health Services
BS/DMD	Dental Medicine/Dentistry	Lake Erie College of Medicine
		Rutgers – School of Dental Medicine
BS/OD	Optometry	SUNY State College of Optometry
BS/DO	Osteopathic Medicine	Lake Erie College of Medicine
BS/PharmD	Pharmacy	Lake Erie College of Medicine
		Touro College of Pharmacy
BS/Clinical DPT	Physical Therapy	Rutgers School of Health Related Professions
BS/DPM	Podiatric Medicine	NY College of Podiatric Medicine

**Table II.G.1 (cont'd)
Degree and Certificate Programs: Spring 2024**

Combined Degree Programs		
<i>Degree</i>	<i>Major</i>	<i>Affiliated School</i>
BA	Drawing & Painting/Art Therapy	Caldwell University
BA	Sculpture/Art Therapy	Caldwell University
Joint Bachelor of Science Degree Programs in the Pre-Medical and Pre-Health Professions Offered in Conjunction with Rutgers Biomedical and Health Sciences Schools & Units		
Clinical Laboratory Science (Medical Lab Science)		
Medical Imaging Science (BSMIS) with specialization in Cardiac and Vascular Sonography, and Diagnostic Medical Sonography		

Table II.G.2
Continuing Education: Academic Year 2022-2023
Certification Programs Offered

Business
Business Essentials Certificate (Academic Certificate)
Web Development Certificate (Academic Certificate)
Education
Middle School Teacher Certificate (Academic Certificate)
Elementary Certification Concentration
K-12 Content Area Certification Concentrations
Middle School Content Area Certification Specializations
MASE 4+1 Dual Certification Program
Healthcare
Spanish for Healthcare & Human Services Professionals (Academic Certificate)
Investigative Genetic Genealogy (IGG) Certificate Program

H. MAJOR RESEARCH AND PUBLIC SERVICE ACTIVITIES

The 190 full-time faculty members employed by Ramapo College in Academic Year 2023-2024 gave several presentations or performances at various events and conferences around the world. In addition, faculty members demonstrated leadership by serving on a board or as a member of an elite group, acting as a reviewer for a journal, participating in a training, or organizing an event.



**Table II.H.1
Number of Major Accomplishments: Fiscal Year 2024**

Major Accomplishment	Number
Published Books and Book Chapters	17
Published Works	20
Performances and Exhibitions	5
Presentations	59
Demonstrated Leadership	14
Received Awards	7

HIGHLIGHTS OF FACULTY ACCOMPLISHMENTS

Babakhani, Atieh, Assistant Professor, Law and Society

Obtained Certificate

- i. Obtained certificate from The International Instructor Training Institute of The Inside-Out Prison Exchange Program (July 2024)

Professional Conference Presentation with Abstract

- i. Presented book proposal and paper (June 2024)

Barnes, Todd, Professor, Literature

Professional Conference Presentation with Abstract: London Conference in Critical Thought

- i. *Abstract*. Mixing the Barricade and the Dance Floor: Recovering Acid Communism at Zabriskie Point (June 2024)

Published Book Chapter

- i. "Mixing the Barricade and the Dance Floor: Recovering Acid Communism at Zabriskie Point." *Palgrave Handbook of Philosophy and Psychoactive Drugs* (May 2024)

Bhattacharjee, Sandipa, Assistant Professor, Economics

Awards & Special Recognition

- i. Virtual Young Scholar (VirtYS) Program, Selected as 1 of the 10 Fellows, Global Labor Organization (GLO), Germany (2023)
- ii. Excellence in Research, Scholarship & Creativity Award. The State University of New York at Buffalo, SUNY (2023)
- iii. Three Minute Thesis Competition, Second Place Winner, The State University of New York at Buffalo, SUNY (2023)
- iv. Three Minute Thesis Competition, People's Choice Award, The State University of New York at Buffalo, SUNY (2023)
- v. Excellence in Art of Research, Buffalo Museum of Science (2023)
- vi. International Graduate Student Academic Excellence Award, The State University of New York at Buffalo, SUNY (2023)

Bhattacharjee, Sandipa (cont'd)

vii. ALANA Academic Achievement Award, The State University of New York at Buffalo, SUNY (2023)

Professional Conference Presentation with Abstract: Midwest Economic Association, Chicago, IL

i. Presenter, "Exchange Rate Volatility and International Students™ Educational Choice: Evidence from U.S." (February 2024)

ii. Session Chair, "Minimum Wage"

iii. Bhattacharjee, Sandipa. "Exchange Rate Volatility and International Students' Educational Choice: Evidence from U.S.", Midwest Economic Association, Chicago, IL (2023)

iv. Bhattacharjee, Sandipa. "Exchange Rate Volatility and International Students' Educational Choice: Evidence from U.S.", Eastern Economic Association, Boston, MA (2023)

v. Bhattacharjee, Sandipa. "The Effect of the Right to Education Act in India on Fertility Behaviors and Marriage Characteristics", XXXIIIrd Annual Conference on Contemporary Issues in Development Economics, Jadavpur University, India (Virtual) (2023)

vi. Bhattacharjee, Sandipa. "Do Compulsory Schooling Laws Affect Fertility Behaviors and Marriages? Evidence from India", Midwest Economic Association, Cleveland, OH (2023)

vii. Bhattacharjee, Sandipa. "Do Compulsory Schooling Laws Affect Fertility Behaviors and Marriages? Evidence from India", Eastern Economic Association, New York, NY (2023)

viii. Bhattacharjee, Sandipa. "The Impact of the Right to Education Act in India on Women's Family Planning Decisions", Celebration of Student Academic Excellence Poster Presentation, University at Buffalo, SUNY, Buffalo, NY (2023)

ix. Bhattacharjee, Sandipa. "The Impact of the Right to Education Act in India on Women's Fertility Outcomes", Ph.D. Seminar Series, University at Buffalo, SUNY, Buffalo, NY (2023)

x. Bhattacharjee, Sandipa. "Do Compulsory Schooling Laws Affect Fertility Behaviors and Marriages? Evidence from India", Midwest Economic Association, Cleveland, OH (2023)

xi. Bhattacharjee, Sandipa. "Do Compulsory Schooling Laws Affect Fertility Behaviors and Marriages? Evidence from India", Eastern Economic Association, New York, NY (2023)

Bhattacharjee, Sandipa (cont'd)

Professional Conference Presentation with Abstract: Eastern Economic Association, Boston, MA

- i.* Presenter, "Exchange Rate Volatility and International Students™ Educational Choice: Evidence from U.S." (March 2024)
- ii.* Session Chair, "Economics of Marijuana and Terrorism" (February 2024)

Professional Conference Presentation with Abstract: Global Labor Organization (GLO) Virtual Young Scholar Program

- i.* Presenter, "The Effect of the Right to Education Act in India on Fertility Behaviors and Marriage Characteristics" (January 2024)

Invited Research Talk: Dickinson College

- i.* "Do Compulsory Schooling Laws Affect Fertility Behaviors and Marriages? Evidence from India" (April 2024)

XXXIIIrd Annual Conference on Contemporary Issues in Development Economics, Jadavpur University, India

- i.* Presenter, "The Effect of the Right to Education Act in India on Fertility Behaviors and Marriage Characteristics" (December 2023)

Bitz, Michael, Professor, Education

Conferences and Presentations

- i.* Creating Comics for Creativity, Entrepreneurship and Literacy. Invited Presentation at ExpandEd Schools / NYC Department of Youth and Community Development. (2023)
- ii.* Creating Comics for Literacy, Creativity, and Youth Development. Invited Presentation at ExpandEd Schools / NYC Department of Youth and Community Development. (2023)

Committees and Memberships

- i.* Instructional Design Center, Appointed Director, 2014-present*
- ii.* Assistant LMS Administrator Search Committee, Chair, 2023
- iii.* The Comic Book Project, Founder and Director

Budeva, Desislava, Associate Professor, Marketing

Professional Conference Presentation with Abstract: Academy of Marketing (July 2024)

Professional Conference Presentation with Abstract: Society for Macromarketing (July 2024)

Cassidy, Lisa, Associate Professor, Philosophy

Published Book

- i. Lisa Cassidy and Mianna Lotz (Editors). *Philosophies of Adoption: Perspectives and Reflections*, Lexington Books, 2024.

Articles

- i. “‘Let’s Go to the Board’: Ideas for Active Learning in the In-Person Philosophy Classroom.” *Teaching Philosophy*, 43 (3), 2024.
- ii. “Adoption in New Media: Changing the Narrative?” *Philosophies of Adoption: Perspectives and Reflections*, Edited by Lisa Cassidy and Mianna Lotz. Lexington Books, 2024.
- iii. “‘It’s So Very Layered’: In Conversation with Shannon Gibney (co-authors Mianna Lotz and Shannon Gibney). *Philosophies of Adoption: Perspectives and Reflections*, Edited by Lisa Cassidy and Mianna Lotz. Lexington Books, 2024.
- iv. “Introduction” to *Philosophies of Adoption: Perspectives and Reflections*, Edited by Lisa Cassidy and Mianna Lotz. Lexington Books, 2024.

Chen, Dean, Professor, Political Science

Published Peer-Reviewed Journal Article

- i. Chen, D. P. (October 2023). China's Leninist State and strategic relations with the United States: Chiang's KMT in Nanjing Decade and implications for the Chinese Communist Party after 1949. *Asian Politics and Policy*, 15(4), 669–702.
<https://doi.org/10.1111/aspp.12714>

Received Grant

- i. \$70,000 from the Taipei Economic and Cultural Representative Office (TECRO) in Washington DC, on behalf of the Ministry of Foreign Affairs, Republic of China (Taiwan), to host the annual Taiwan & Asia Program Conference at Ramapo College of New Jersey. November 4 - 5, 2023. <https://www.ramapo.edu/mofa-tap-2023-conference/>

Dasgupta, Saratupa, Associate Professor, Communications

Published Peer-Reviewed Journal Article

- i. Dasgupta, S., & Melvin, E. [Ramapo Student]. (2024). Technology-based intimate partner violence intervention services for generation Z victims of violence. *Social Sciences*, 13(3), 169. <https://doi.org/10.3390/socsci13030169>

Published Book Chapter

- i. Dasgupta, S. (2023). Health Literacy: An activist approach. *Health Communication: A Whole Person, Social Justice Activism Approach*. New York: Routledge.
- ii. Dasgupta, S. (2023). COVID-19, intimate partner violence and immigrant women: SDG 18 and overcoming communication barriers to attain Goal 5. *Sustainable Development Goals (SDG18) Communication for All*. Singapore: Springer.

Conference Presentations (Peer-Reviewed)

- i. Ichplani, P. & **Dasgupta, S.** (2024). Intersectionality in response to violence and support-seeking in the United States: Reimagining communication mechanisms to strengthen recovery of South Asian battered women. Presented at the South Asia Communication Association (SACA) Research Sessions at the Annual Conference of the Association for Education in Journalism and Mass Communication (AEJMC), Philadelphia, USA, August 2024.
- ii. Dasgupta, S. (2024). Transgender commercial sex workers in India: Health disparities, structural challenges and the road ahead. Accepted as part of the “Communication Responses for Bridging Global Health Disparities and Promoting Health Equity” Blue Sky Workshop: Big Ideas Session at the annual conference of International Communication Association (ICA), Gold Coast, Australia, June 2024.

Grants

- i. Organization for Research on Women and Communication (ORWAC) grant for the impact of COVID-19 on healthcare seeking behavior among transgender sex workers, \$2,500 (2023).

Academic Service

- i. Chair of the Feminist and Gender Studies division, second largest academic division at National Communication Association (NCA) for the NCA annual conference November 2024.

Daffron, Benjamin, Professor, Literature

Published Peer-Reviewed Journal Article

- i. Incidents in Marrakech and Beyond Impost: A Journal of Creative and Critical Work, vol. 17, winter 2024, pp. 25-27.
- ii. Hatel La Failure: A Work of Fictocriticism. Creativecritical Writing Now, special issue of TEXT: Journal of Writing and Writing Courses, edited by Daniel Juckes and Stefanie Markidis, forthcoming in 2024.
- iii. Marrakech's Medina: ~A Simple Path of Reading™ Cities, special issue of Panorama: The Journal of Travel, Place, and Nature, issue 12, summer 2024.

Published Book Chapter

- i. Strolling the Slender Streets of Scorching Sala Moving across the Landscape in Search of an Idea, Air and Nothingness P, 2024, pp. 93-97.

Eisner, Susan, Professor, Management

Published Peer-Reviewed Journal Article

- i. Are We There Yet? Two Years and Counting" *SAM Advanced Management Journal*. (AMJ, Vol. 87, Ed. 4) (January 2023)

Editorial Review Board, SAM Advanced Management Journal (Peer Reviewed, International)

- i. Society for Advancement of Management (2023)

Fitzgerald, Julia, Associate Professor, Nursing

Published Book Chapter

- i. *ATI (Assessment Technologies International- Review Company for Nursing Exams. Chronic Illness & Disabilities in Children.* (August 2024)

Flynn, Donna, Associate Professor, Nursing

Obtained Certification

- i. Critical Care Registered Nurse certification renewal (CCRN) (2024)
- ii. Certified Dementia Practitioner (2023)

Gillespie, James, Professor, Mathematics

Published Book

- i. Gillespie J. Abelian Model Category Theory. Cambridge Studies in Advanced Mathematics, Cambridge University Press; 2024 pp.400+. Online ISBN: 9781009449489. <https://www.cambridge.org/core/books/abelian-model-category-theory/DB0590CBD7D094263578E0DECEAE6DA9>

Gonsalves, Sandra, Professor, Psychology

Published Book

- i. Idony the Birthday Iguana. (2023)
- ii. Ophelia the Elf Owl. (2023)
- iii. Laci, the Largemouth Bass. (2023)

Published and Presented Paper

- i. "Promoting Cross-Cultural Psychology Research in the Caribbean: Best Practices in Intersectionality" at Luisada University, Lisbon, Portugal, July 3-5, 2024. <https://doi.org/10.30958/ajss.X-Y-Z>

Haase, Timothy, Associate Professor, Economics

Published Peer-Reviewed Journal Article

- i. Sorger, Eric & Timothy Haase. (October 2023) Can State Level Spending help explain Okun™s Law? *Economics and Business Journal: Inquiries and Perspectives* 14, no. 1, 3-29.

Managing editor for *Journal of Business and Economic Studies*

Professional Conference Presentation with Abstract: National Business and Economics Society

- i. "Haase, T. and Moyer, A. Measuring Consumer Sentiment Using Self-Evolving Data Collection Through Analytics and Business Intelligence. *National Business and Economics Society*, March 2024. Puerto Vallarta, Mexico"

Kaiden, Ellen Beth, Professor, Education

Conference Presentations

- i. Kaiden, E, Coffey, D, Pate, R., & Sargent S. (November, 2023). A Tale of Four Campuses: Peer Writing Review in Methods and General Education Courses, Santa Fe, NM., Association of Literacy Educators and Researchers (ALER).

Kenneavy, Kristin, Associate Professor, Sociology

Published Article

- i. Kenneavy, K. (November 2023). Extracurricular involvement as a predictor of bystander intervention to prevent interpersonal violence. *Journal of College and Character* 24(4), 323-341.

Klein, Eileen, Associate Professor, Social Work

Licenses

- i. Licensed Clinical Social Worker (LCSW) (August 2024)

Kota, Kokila, Assistant Professor, Biology

Published Peer-Reviewed Article

- i. FEMS-Microbiology Ecology (Oxford University Press); Manuscript ID:FEMSEC-23-07-0290.R1 (October 2023)

Kowal, Katarzyna, Associate Professor, Mathematics

Professional Conference Presentation with Abstract: Mathematical Association of America

- i. Talk: "Activities That Build Community Among Mathematics Majors" Mathematical Association of America (MAA) (August 2024)
- ii. Math Fest Conference attended organized by MAA. Mathematical Association of America (MAA) is one of the two largest mathematical associations in the world. Conference talks attended for furthering professional development on research and service. Indianapolis, IN. (August 2024)

Director of the New Jersey Undergraduate Mathematics Competition, Garden State Undergraduate Mathematics Conference/NJ section of Mathematical Association of America

Layton, Zach, Associate Professor, Music

Performances

- i.* New Year's Festival, Fridman Gallery (January 2024)
- ii.* Exhibition performance at ICAD (June 2024)
- iii.* 60th anniversary performance of Terry Riley™s In C, Lincoln Center (June 2024)

LePore, Ann, Associate Professor, Visual Arts

Performances and exhibitions

- i.* Prof. LePore programmed, chaired and hosted the 4th annual 2-day Animation & VFX Conference, Ramapo College of New Jersey. (February 2024)
- ii.* Exhibited "A Synesthetic Visualization of Loom" at the Bargehouse, OXO Tower Wharf Gallery in London, London Creative (October 2023)

Grants

Part of \$600k DOE Climate Change Learning Collaborative grant awarded to Ramapo College (August 2024)

Leskinen, Emily, Assistant Professor, Social Science

Professional Conference Presentation with Abstract: Society for the Psychological Study of Social Issues

- i.* Leskinen, E. & Ryan, W. (2024, June). Transparent research, hidden challenges: Open science and LGBTQ+ research. Paper presented at the 2024 Convention of the Society for the Psychological Study of Social Issues, Philadelphia, PA.

Professional Conference Presentation with Abstract: Institute for Academic Feminist Psychologists

- i.* Leskinen, E. (2024, June). More than a name: Centering students in a faculty-student activism collaboration. Poster presented at the 2024 Institute for Academic Feminist Psychologists, Philadelphia, PA.

Lustiger-Thaler, Henri, Professor, Sociology

Editor of Book Series

- i.* Memory Studies: Global Constellations.

Presentation

- i.* UNESCO. Topic: Holocaust in Yugoslavia.

Professional Conference Presentation with Abstract: International Conference, European Holocaust Memorial Day for Roma and Sinti, Jagiellonian University, Krakow, Poland

- i.* "Separate, Together, Apart: Roma Sinti During the Holocaust."

Martinez, Colleen, Assistant Professor, Social Work

Workshops, Presentations, and Interviews

- i.* "Transforming Relationships through Child-Directed Play" - Things you Learn in Therapy with Dr. Beth Trammel podcast episode 76. December 9, 2023.
- ii.* "Harnessing Behavior Strategies to Keep Recess in Schools" - Things you Learn in Therapy with Dr. Beth Trammel podcast episode 75. December 1, 2023.
- iii.* "Understanding the Magic of Play Therapy with Dr. Colleen Martinez" - Things you Learn in Therapy with Dr. Beth Trammel podcast episode 74. November 24, 2023.
- iv.* "Harnessing Behavior Strategies to Keep Recess in Schools" - Kids These Days: Tools for Supporting Children's Mental Health podcast episode 118. October 23, 2023.

Grant

- i.* Foundation Allocation Grant, \$1500 grant to add 10 traveling play kits to the lending library for Introduction to Play Therapy students.

Morley, James, Professor, Psychology

Journal Editor

- i. Journal of Phenomenological Psychology (since 2014)

Published Book Chapter

- i. "Phenomenology and Mindfulness" Morley, J. (2024). Mindfulness, Lucidity, and the Phenomenology of Daydreaming. In Ferrarello, S. Hadjioannou, C. (Eds.) 2024. *The Rutledge Handbook of Phenomenology and Mindfulness*.
<https://www.taylorfrancis.com/chapters/edit/10.4324/9781003350668-38/meditation-lucidity-phenomenology-daydreaming-james-morley>"
- ii. Morley, J. (2024). Social Ecology and Human Self Understanding. In Kearney, R. Klapes, P. Hameed, U. (Eds). (2024). *Hosting the Earth: Facing the Climate Emergency*. Chapter 5, (p 73-83) Routledge NY. <https://www.routledge.com/Hosting-Earth-Facing-the-Climate-Emergency/Kearney-Klapes-Hameed/p/book/9781032599496>

Presentations

- i. Boston College Philosophy Department. the Phenomenology of Fantasy and Daydreaming. (October 2023)
- ii. Delivered keynote address, Phenolab, Foligno, Italy: "Doing Qualitative Research Phenomenologically" (June 2024)
- iii. Delivered keynote address, University of Cyprus, Conference: 'Phenomenology and Mindfulness', Italy: "Doing Qualitative Research Phenomenologically"

Professional Conference Presentation with Abstract: Psychology and the Other (Society for the Psychological Humanities)

- i. The texture of imaginary-real and its source in the perceptual faith: Merleau-Ponty™s contribution to the psychological humanities (November 2023)

Norflus-Good, Julie S., Professor, Education

Peer-Reviewed Publications

- i. Norflus-Good, J., Demitriou, J, and Johnstone, N. (Spring, 2024). Grocery Station Activity. *AMTNJ News* Volume XLVI Number 4 Spring 2024 Volume XLVI Number 4
- ii. Norflus-Good, J. & Fike Janet (January, 2024). It is a Partnership. Blog NJACTE (New Jersey Association for Colleges for Teacher Education).

Norflus-Good, Julie S. (cont'd)

Statewide Conferences of Professional Organizations

- i.* Gambino, Thomas & Norflus-Good, J. (2023). Drilling for Children with Exceptionalities. Various Statewide Information sessions.
- ii.* Norflus-Good, J. (2023, November). Adapting Instruction to Accelerate Learning. Presented to participants at the New Jersey Education Association, Atlantic City, NJ.
- iii.* Norflus-Good, J. (2023, October). Dynamic Duo. Presented to participants at the Learning Resource Center North, William Paterson University, Wayne, NJ.

Nosrati, Fariba, Assistant Professor, Information Technology Management

Certification

- i.* Data and Disruption: Mastering AI and Machine Learning from MIT SMRconnections (February 2024)

Professional Conference Presentation with Abstract

- i.* Nunez, E., Budeva, D., Nosrati, F., Nosrati, T. (2024), "Gen-Z Consumers and the Transition to a More Sustainable Future - The Role of Government Policies", Macromarketing Conference 2024, Helsinki, Finland.

Nuñez, Enrique, Associate Professor, Management

Certification

- i.* Artificial Intelligence Fundamentals Certification from IBM. (January 2024)

Professional Conference Presentation with Abstract

- i.* Nunez, E., Budeva, D., Nosrati, F., Nosrati, T. (2024), "Gen-Z Consumers and the Transition to a More Sustainable Future - The Role of Government Policies", Macromarketing Conference 2024, Helsinki, Finland, June.

Conference Presentation

- i.* Nosrati, T., Budeva, D., Nosrati, F., Nuñez, E. (2024). "Investigating Youth Opinions on Sustainable Fashion on Social Media: Going Beyond Sentiment by Leveraging Large Language Models" Presented at the Society for Advancement of Management. 2024 International Business Conference, Orlando, FL, March.

Nuñez, Enrique (cont'd)

Editor

- i. Associate Editor, *International Journal Of Sustainability In Higher Education* (since 2021)

Ogens, Eva, Associate Professor, Education

Published Books

- i. Books Written: Science Resource Guide for Elementary Educators. Kendall-Hunt, Dubuque, IA (Fall 2024)
- ii. Social Context of Education (textbook). Cognella, Inc. San Diego, 2023

Padhy, Sanghamitra, Associate Professor, Law and Society

Presentation

- i. Annual Law and Society meeting in Denver. “Heat and Haze: Examining Pollution Through the Timepiece of Sacrificial Zones” (June 2024)

Perez-Strumolo, Lysandra, Associate Professor, Psychology

Published peer-reviewed article

- i. "The Effectiveness of the Flash Technique Is Explained by the Broaden-and-Build Theory of Positive Emotion" *Journal of EMDR practice and research* (July 2024)

Poran, Maya, Associate Professor, Psychology

Professional Conference Presentation with Abstract: The Northern New Jersey Trans, Non-Binary, and Gender Expansive Conference

- i. Poran, M. (2024). Authenticity in Transition: Adolescent Development and Finding One's Identity.

Presentation

- i. Centering Invisibility for Diversity, Equity, and Inclusion (Spring 2024). Closing talk for Women's Herstory Month

Ray, Kathleen, Assistant Professor, Social Work

Published Book Chapter

- i. Strong, J. & Ray, K.. (December 2023) Veteran Treatment Courts In K.W. Bolton (Ed) Handbook of Forensic Social Work. New York NY: Oxford Press.

Ray, Kathleen (cont'd)

Professional Conference Presentation with Abstract

- i.* Shklarski, L. & Ray, K. Back to the future: How master of social work students adjusted to returning to in-person instruction during the COVID-19 pandemic. (January 2024)

Reck, Paul, Assistant Professor, Sociology

Published Book

- i.* Straddling White and Black Worlds: How Interpersonal Interactions with Young Black People Forever Altered a White Man's Understanding of Race ISBN: 9781915734204 <https://doi.org/10.62859/9781915734204> (November 2023)

Rubino, Vittoria, Lecturer, Literature

Certification

- i.* Advanced Graduate Certificate in Higher Education Administration (December 2023)

Professional Conference Presentation with Abstract

- i.* International Writing Centers Association

Sarabia, Stephanie, Associate Professor, Social Work

Certification

- i.* Licensed Clinical Alcohol and Drug Counselor by the State of New Jersey

Published peer-reviewed journal article

- i.* Sarabia, S.E. (December 2023). It's Complicated: Contextualizing Substance Use in Social Work Education. *Journal of Teaching in Social Work*

Professional Conference Presentation with Abstract

- i.* Sarabia, S.E. (October, 2023). Redesign of a Substance Use Course using a Critical Structural Lens. Paper session at the APM of the Council on Social Work Education, Atlanta, Georgia.
- ii.* McTighe, J.P., & Sarabia, S.E. (October, 2023). Mourning and the Complexity of Drug-related Loss: Exploring the Many Dimensions of Grief. Poster session at the APM of the Council on Social Work Education, Atlanta, Georgia.

Sarabia, Stephanie (cont'd)

Presentation

- i. Sarabia, S.E. (October, 2023). How Portugal Uses A Pragmatic Humanistic Approach To Embrace Harm Reduction. Keynote Speaker at Harm Reduction For Substance Use Conference, Branchburg, New Jersey.

Serban, Mihaela, Professor, Law and Society

Peer-Reviewed Journal Article

- i. Law as Mnemonic Infrastructure: Archival Legal Discourses and Memory Battles in Romania. *Journal of Law, Culture and the Humanities*, 2024, <https://doi.org/10.1177/17438721241245616>

Published Book Chapter

- i. Are We There Yet? Romania's Semi-Peripheral Rule of Law. In Lavinia Stan and Diane Vancea (Eds.), *Post-Communist Progress and Stagnation at 35: The Case of Romania*, Palgrave Macmillan, 2024, pp. 83-106, https://doi.org/10.1007/978-3-031-55750-7_5

Grant

- i. Title VIII Summer Research Laboratory Associate, Russian, East European, and Eurasian Center and the Slavic Reference Service, University of Illinois, July 8-19, 2024

Professional Conference Presentation with Abstract

- i. Law and the Collective Memory of Communism: The Ursu Trial in Romania. Law and Society Annual Conference, Denver, June 6-9, 2024.
- ii. Law as Mnemonic Infrastructure: Archival Legal Discourses and Memory Battles in Romania, North East Slavic, East European and Eurasian Conference, New York University, April 6, 2024.

Professional Conference Presentation with Abstract (cont'd)

- iii. Property Confiscation in 20th Century Romania and Hungary: A Comparative Perspective, Roundtable, The Association for Slavic, East European, and Eurasian Studies, October 20, 2023.

Leadership on Various Conferences and Venues

- i. Chair and discussant, Memory, Identity and Power in Eastern Europe and Eurasia, Law and Society Annual Conference, Denver, June 6-9, 2024.

Sidorsky, Kaitlin, Associate Professor, Political Science

Professional Conference Presentation with Abstract

- i.* State Politics and Policy Conference (June 2024)

Presentation

- i.* Stetson University (February 2024)

Taranto, Stacie, Associate Professor, History

Professional Conference Presentation with Abstract

- i.* Policy History Conference (October 2023)

Published article

- i.* Article in Time Magazine/Made By History Time Magazine Article provided historical context for Kamala Harris's presidential campaign (September 2024)

Associate Editor of the “Made By History” section of Time Magazine, of Time Magazine, (since 2021)

Vasishth, Ashwani, Professor, Environmental Studies

Certification

- i.* Program in Climate Change and Planetary Health (July 2024)

Williams, Lisa, Professor, Literature

Conferences and Workshops

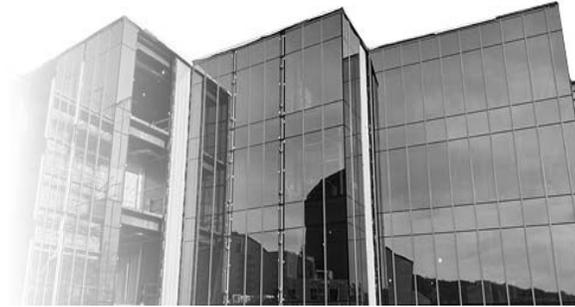
- i.* August 2024, Poetry Workshop with Samiya Bashir, Provincetown Fine Arts Work Center

Yuster, Debbie, Assistant Professor, Mathematics

Presentation

- i.* "Student-produced blog posts using Python + Quarto + Github Pages" at eCOTS 24, the Electronic Conference on Teaching Statistics (May 2024)

I. MAJOR CAPITAL PROJECTS UNDERWAY IN FISCAL YEAR 2024



**Table II.I.1
Capital Projects: FY 2024**

- Doors Open to Learning Commons
- Doors Open to Multicultural Center
- Doors Open to Center for Data, Mathematical and Computational Sciences
- Utilities Audit
- Athletics Field Sports Lighting
- Business School Generator Replacement
- Performing Arts Center Sprinkler Head Replacement
- Village Housing Renovations
- Mackin and Bischoff Residence Hall Roof Renovations
- College Park Housing Drainage and Grading
- Investigative Genetic Genealogy Center
- Trading Lab Stock Ticker Replacement
- Retaining Wall repairs

**Table II.H.2
Research and Development Expenditures, FY 2024**

Expenditure	Amount
Federally Financed Academic R&D Expenditures	\$405,417.00
Institutionally Financed Academic R&D Expenditures	\$95,864.00
Total Academic R&D Expenditures	\$501,281.00