

NTID FACULTY CONGRESS
February 28, 2017
Minutes

9.125 PRESENT: Bonnie Bastian, Tao Eng, Austin Gehret, Marcus Holmes, Cynthia Boda Lucas, Campbell McDermid, Ed Mineck, Camille Ouellette, Charlotte LV Thoms

Guests: Alvin Boyd, Stacey Davis

9.126 Minutes for January 31, 2017 were voted for approval (8 for, 1 abstain).

9.127 Alvin Boyd presented to NFC on his Diversity and Inclusion role (Special Assistant to the NTID President). He referenced Audrey Williams June (former vice president for diversity and equity at University of Virginia) article from The Chronicles of Higher Education that highlighted various barriers to diversity efforts that persist on campuses.

- Meritocracy issues have resurfaced with diversity efforts
- Chief Diversity Officer (CDO) appointments are sometimes used by institutions as evidence that diversity efforts are being met
- You need buy in of deans and senior faculty too

Alvin emphasized that when NTID officially hires a new CDO, NFC buy in will be integral in helping sustain the diversity efforts put forth by this appointee (e.g., NFC should be willing to advocate publicly, especially in CDO's absence on diversity issues)

9.128 Alvin additionally presented on the issue of lecturer voting rights in NFC from the perspective of the research he undertook to complete his dissertation. Key findings from survey interviews he conducted with lecturers were: s

- Socialization was a means to develop support, trust, and acceptance
- Many maintained feelings of second class citizens
- The heavy workloads they accepted created a workhorse mentality that they valued as worthy
- Many felt the need to identify a niche for cultivating self worth
- There was a consensus that their future in professional development was nebulous
- **Disadvantages: inequity in representation and participation in university faculty governance**
- **Voting rights described as unequal at university/department level**

Based on this data, Alvin reiterated to NFC that bylaws ought to be updated to include NTID Lecturers with 3 or more years of full-time service to have voting right in NFC.

Furthermore, the NFC rep should recommend to RIT Academic Senate that a similar push be made for RIT (if bylaws revisions were ultimately passed at NTID)

- 9.129 Stacey Davis spoke next to encourage NFC to remind faculty at NTID to attend the informal teaching discussions and emphasize that they are a safe space to discuss teaching deaf/hard-of-hearing students. She explicitly mentioned that administrators have been asked not to attend future meetings to ensure any interested faculty truly feel safe in these environments. As department chairs still have 5% teaching/tutoring responsibilities and would also be allowed to attend, Stacey emphasized to NFC that emailed questions could be asked anonymously during these workshop if people remain concerned about department chair attendance.

There are 3-4 more meetings scheduled this semester

Stacey's professional development team has met with Geoff Poor about what they're doing/scheduling to give his office ideas on curricular development (e.g., ASL mapping, 3-wk courses, etc.)

- 9.130 Charlotte revisited the discussion on redistributing the amended bylaws to community for a second vote. Some concerns about sending this out too soon included:

There was some confusion in the NTID community that the original survey (sent ~ November) to gauge potential interest/support for the revisions WAS THE VOTE ITSELF. If we send a third survey, will it largely be ignored?

The low response rate from the actual vote remained another concern and NFC members were aware of some people who never received the email that SHOULD have been on the distribution list. Charlotte will check with IT on how to procure these names that were on the email distribution list for the vote.

There is still debate on whether specific policy is in place requiring a 50% participation from the eligible faculty to validate the results of such a vote. This still needs to be confirmed/discredited before proceeding with a second solicitation for a bylaws vote.

Chair of Communication Studies and Services (CSS) and the director of Counseling & Academic Advising Services will both be invited to next week's meeting to help clarify the teaching workload expectations for the professional staff who teach in those areas.

NFC student rep will be invited back as future discussions fall to more student-centric matters.

- 9.131 Adjournment