

**NTID FACULTY CONGRESS**  
**January 24, 2017**  
**Minutes**

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

Guest: Gerry Buckley

9.101 Minutes for December 6, 2016 were unanimously voted (with 1 abstention) for approval with no further edits.

9.102 Charlotte will send out the proposed bylaws revisions and cover letter to Linda Hoke in evening for appropriate dissemination. Committee will have until then to make last minute comments on language, etc. She will double check with Katie Schmitz on eligible faculty to participate. For clarification, any ratification would require 50% participation by that eligible group with two-thirds approval of the changes. The vote, once live, will remain open for 1 week.

9.103 President Buckley spoke at some length about the four proposed changes discussed in his email from Jan. 19<sup>th</sup>.

NTID Access Model Refinements/Faculty ASL Expectations:

Regarding access services in NTID classrooms, a best guess estimate is that 16 new interpreting/captioning positions will be needed, but this semester will be used to better gauge the real need.

Regarding the sign language expectations of faculty, he again encouraged the involvement of NFC members to work with Geoff Poor's office to ensure FSSL courses will meet these needs.

NTID STEM Future Faculty Development Program:

This fellowship program is designed with a focus on the needs of NTID to improve underrepresented individuals' participation in STEM faculty positions.

Diversity and Inclusion:

Diversity initiative for hiring (Thoms, Alvin Boyd will be directly involved in these efforts to improve the recruitment/retention of AALANA faculty to NTID

#### Funding outlook:

Given the likely changes to the federal budget under the new administration, NTID has prepared for level funding. This will likely put some positions-for-hire on hold, but teaching/Access services positions will likely to move forward

- 9.104 President Buckley reiterated that faculty/staff with harassment complaints need to raise these issues with the appropriate people at RIT (Omsbuds/HR).

Formality is key in mitigating these issues. Moving forward, ideas need to be presented to problems and language needs to be tempered (e.g., “hostile” environment)

CEOCA report will become public at some point, may help start the discussion on strategies to meet all student communication needs

- 9.105 Regarding NFC’s plans to meet with President Destler, President Buckley meets with new RIT President on Friday. Because of that, he recommends NFC hold off on inviting RIT President to meetings.

- 9.106 Consistency must be established across the institute on the role of lecturers. Following the vote, Gerry Buckley strongly recommends that NFC have a subcommittee involved in drafting some clear guidelines related to lecturer roles (tenure vote eligibility, curriculum development, etc.) that can be adopted across all departments.

- 9.107 Charlotte informed NFC that she received a thank you card from John Conklin for the donations made in the early fall.

- 9.108 Charlotte’s reassurances during President Destler’s forum (Jan. 3<sup>rd</sup>) that NFC would be a trusted venue for faculty concerns resonated. Because of the feedback she received following the meeting. Because of this, she feels strongly that NFC meetings serve as a forum to filter through complaints. To encourage this, the community needs to be made aware that they have the right to be put on the NFC agenda. This will ultimately give NFC a stronger voice. Caveat: duplicity will not be tolerated in exercising this right.

- 9.109 Tao announced that his department would like to attend future NFC meetings.

- 9.110 Adjournment