

NTID FACULTY CONGRESS
May 9, 2017
Minutes

9.161 PRESENT: Catherine Clark, Tao Eng, Austin Gehret, Marcus Holmes, Cynthia Boda Lucas, Brian Milburn, Ed Mineck, Camille Ouellette, Jessica Trussell, and Charlotte LV Thoms

Guests: Gerry Buckley

9.162 Minutes for April 25, 2017 were voted for approval (7 for, 0 against, and 3 abstain) with the following edits [edits are bold and red].

In Minutes

9.158 There were three things that irritates people...

Traits-Less people are showing their good side of doing their jobs due to their awful experience

HR- Does not consider deaf people a “protected group.”

This staff assistant will work half of time with DEI...

One comment, we need to think of another phrase because the “climate of fear” is becoming tiring. People are getting tired of hearing that too often.

Change to

9.158 There were three things that **irritate** people...

Traits-Less people are showing their good side of doing their jobs due to their **experience of perceived oppression, which leads to fewer role models in the community.**

HR- Does not consider deaf people a “protected group,” **which may be why the problem has persisted here on campus.**

This staff assistant will work half of time with **Diversity, Equity and Inclusion (DEI) committee...**

One comment, we need to think of another phrase because the “climate of fear” is **developing a bad connotation. We need to emphasize the problem persists, but develop a new phrase to describe it.**

- 9.163 Ed Mineck and Austin Gehret reported on the rationale for the Communications Studies and Services (CSS) Department to comply with the 2005 Bylaws on NFC representation.

In consultation with President Buckley, Ed reported that there was no request from the president's office to the chairs to change departmental representation.

In consultation with Amanda Picioli (CSS chair), Austin discovered that the AVP had made what appeared to be a request from the president's office at a chairs meeting a few months to replace any NFC representative who did not have the title of faculty with a faculty member. She made the decision to switch representation out of respect to the AVP. Her greater concern was the lack of communication from NFC (did the NFC support/reject what looked to her to be a request but a "non-request." The Professional staff (PS) representative reported only supportive experiences with NFC so this feedback during the chairs meeting was unexpected. NFC sent a survey to the faculty and professional staff who teach. The result was 54.6% of those voting supported lecturers and PS on NFC. NFC modified the bylaws to include lecturers and PS. However, the vote with 35 respondents resulted in 20 against and 15 for their inclusion. Amanda felt strongly and was supported by Austin that NFC needs to follow historical membership moving forward. **This means current PS and lecturer reps (who have had voting rights the current academic year) need to be replaced for AY 2017-18. It would be worthwhile to revisit amending the bylaws next academic year to include lecturer membership.**

- 9.164 Regarding NFC standing committee appointments:

For both Academic Senate and Eisenhart committee representation: NFC members were undecided on commitment to both; will need to consult with academic chairs before making a decision.

- 9.165 Election of NFC chair/co-chair: The 2005 bylaws were consulted to confirm what members are eligible for NFC chair position. Only faculty that currently have voting privileges are eligible to become chair. The 2005 bylaws do not formally define lecturer ranks as defined by our current ranking system as they did not exist at that time. By default, NFC must follow RIT's Charter on Academic Governance (B02.0, Article 2.3) that articulates voting privileges across ranks:

*The voting members of the faculty at the university, college, and department levels include tenure-track (both tenured and pre-tenured) members of the university and **senior and principal** lecturers...*

There was a suggestion to add a footnote to the revised bylaws to define the ranks and who is member and who is not. This would likely occur next year with future amendments to the NFC bylaws.

Votes for chair were split equally to both members, Ed Mineck and Jessica Trussell. Both will assume a co-chair position for next academic year.

9.166 Dr. Buckley presentation:

President Buckley encouraged NFC to consider a summer committee devoted to bylaws revisions (really flesh out the definition of who should be eligible for voting/membership) and stressed that summer contracts would be available for this work.

His office will soon announce the Associate Vice President for Academic Affairs (AVPAA) replacement. This replacement will be a two-year interim appointment starting July 1, 2017.

Summer Vestibule Program (SVP) 2017 numbers are down (especially enrollment numbers from Texas and NY), and his office is currently doing research to better gauge the contributing factors.

Student retention is actually up slightly, but he cautioned that the institute must remain diligent to continue that trend (1200-1300 students currently at NTID, which is down a few hundred from more historic levels).

Level congressional funding was announced for NTID (which is welcome news from the originally projected 14% cuts); regardless, his office will remain conservative with operating budget (e.g., some currently open positions will remain on hold for another year).

RISE grant (\$1M grant from NIH) was recently announced to NTID, and there will be a few additional funding announcements soon to be made.

Question from member to Gerry Buckley: NTID Advisory Group (NAG) believes you can aggressively market the recent changes made at NTID better. How can we take advantage of our marketing department better?

Answer: Our office will do research this summer with current enrollment numbers (CI, institute, etc.) and adjust marketing accordingly. Communication diversity is a challenge for marketing.

Related to the change at NTID of including access services in the classroom, there were 40 requests for interpreting this semester (130-140 weekly hours). His office will need to assess and adjust accordingly for fall semester 2017 access service workload.

Question from member to Gerry Buckley: CEOCA recommendations: what is the process from recommendation to implementation?

Answer: The 2025 Strategic Plan is being designed with the intent to better implement NTID procedures and strategies with RIT. Many of the CEOCA recommendations will be implemented into this plan.

Professional development workshops will be an avenue to pursue the concerns that Brian Milburn and Tao Eng are currently engaged in summarizing (and initially brought forth at the previous NFC meeting). It will be imperative that NFC has the faculty support to move these concerns forward through PD workshops and other means.

9.167 NFC membership needs for AY 2017-18: See Appendix

9.168 For next academic year, NFC charges should focus on:

Charge 1: Amending NFC bylaws in preparation for faculty vote at the beginning of the fall semester for lecturer membership ([The way this is written now suggests it is a charge for the summer, not AY 2017-18](#))

Charge 2: NFC should work with AAUP to address the inequities with workload responsibilities currently being experienced by professional staff who teach

Charge 3: NFC needs to address the issue of lecturers being assigned responsibilities incongruent with their Plans of Work and a general lack of consistency of lecturer POWs at the institute

9.169 Adjournment

Appendix

NFC MEMBERSHIP LIST

Three-year terms

2005 Bylaws: There should be 13 members. There are 6 At-Large Members who are members of Academic Senate.

	Department	Eligible No. of Faculty	Representative	Term
1	ASL & Interpreting Education	16*	Campbell McDermid	May 2019
2	Business Studies	13*	Charlotte LV Thoms, Co-chair	May 2018
3	Communication Studies & Services	2	Amanda Picioli (replaced by Bonnie Bastian) (replaced by Catherine Clark)	May 2016
4	Counseling and Academic Advising	1*	Cynthia Boda-Lucas (replaced by Mark Rosica)	May 2018
5	Cultural and Creative Studies	10	Email will be sent out for a request of representation from this group	
6	Engineering Studies	11	Marcus Holmes	May 2017
7	Information and Computing Studies	15	Tao Eng, Co-chairperson (will announce his replacement after next department meeting)	May 2017
8	Liberal Studies	21*	Erin Esposito (replaced by Brian Milburn)	May 2018
9	Liberal Studies – Research	2		
10	MSSE	3	Jessica Trussell	May 2018
11	MSSE Research	5		
12	Math and Science	26	Camille Ouellette ++	May 2018
13	Math and Science	26	Austin Gehret	May 2019
14	Visual Communication Studies	18	Ed Mineck	May 2018
15	Office of Associate Dean of Research	4		
16	Office of the President	3		
17	VP Academic Affairs, Ex-officio		Stephen Aldersley (needs to be replaced)	

Appendix

			Academic Senate Representatives	
1	At-large		Jessica Cuculick	2015-2018 (1 st term)
2	At-large	*	Kim Kurz (needs to be replaced)	2014-2017 (1 st term)
3	At-large	*	Tom Policano (replaced by Campbell McDermid) (needs to be replaced)	2015-2018
4	At-large		Brian Trager	2015-2018 (2 nd term)
5	At-large		Alt. Keith Mousley	2015-2018 (1 st term)
6	At-large	*	Alt. Charlotte LV Thoms	2014-2017 (1 st term)

At-large is a designation for **members** of a governing body who are elected or appointed to represent the whole **membership** of the body (for example, a city, state or province, nation, club or association), rather than a subset of that **membership**.

*Need to replace although term is not complete.

++Listed on May 12, 2015 roster as Lecturer Faculty