

**NTID FACULTY CONGRESS**  
**November 29, 2016**  
**Minutes**

- 9.85 PRESENT: Bonnie Bastian, Kristina Bernhardt, Tao Eng, Austin Gehret, Marcus Holmes, Cynthia Boda Lucas, Campbell McDermid, Brian Milburn, Ed Mineck, Camille Ouellette, Charlotte LV Thoms, Jessica Trussell

Guest: Michelle Gerson-Wagner

- 9.86 J. Trussell motioned to accept minutes for November 15, 2016, B. Bastian second the motion with the following edits [edits are bold and red]

**In Minutes**

- 9.81 The proposed response by NFC should be to host an “emergency” forum in a similar fashion to last fall’s forum.

**Change to**

- 9.81 The proposed response by NFC should be to host **a forum** in a similar fashion to last fall’s forum.

- 9.87 NFC took a cursory glance at the By Laws survey response data: Near unanimous support for giving lecturers the ability to vote; support for giving professional staff the right to vote was more divided

Member: ByLaws subcommittee will crunch survey data, statistically analyze data, and emphasize the growing number of lecturers at NTID all in an effort to strengthen the case presented to administration (Memo to be tentatively completed by next week, Wednesday the 7th)

- 9.88 NFC still needs to make a public response to the community regarding “safe space”

Member: NFC should be careful in their language, we “hear” about issues rather than using language the suggests taking any particular side in the issue

Member: The email should be sent out to everyone at NTID, not just faculty/staff

- 9.89 Member: Following the advice from Dr. Keith Jenkins, the most appropriate first steps in organizing an “emergency” forum should be to clarify an agenda for the meeting, ask appropriate people, and set up time for meeting before moving forward

Member: Convocation was an attempt, but more needs to be done in terms of discussion/dialogue (many communicated this to him after this convocation); people want more opportunities for real dialogue on campus, the administration’s emailed responses are not enough.

Member: What would be the purpose of the forum?

Member: Part of the agenda should provide an opportunity for individuals to express their concerns, but time should also be made available for brainstorming solutions.

Member: Administration needs to be involved from the start. Committee recommendations are continually rejected that have led to a growing resentment and a feeling of no voice; administration should be involved in the forum itself (maybe as part of a Q&A panel dealt with facilitating solutions)

Member: In the spirit of G. Buckley's email, it might be prudent that there be administrator(s) acting on behalf of the concerned groups to help facilitate a discussion of the real issues

Member: NFC must find a way to help address peoples' needs without individual's feeling a real risk of job security. A huge issue is how to convince individuals to take that risk? Can we get money to bring in an individual (Patti Durr's emailed list of individuals might be a start) to help negotiate with some of these challenges faced?

Non-member: we need to break down the attitudes (unpack) before we can really address these issues

Member: There is a perception that administration deals with student issues without sincerity (I have been requested to attend several meetings between students and administration for these reasons); the letter of no confidence that was sent out by the students was a last resort, we did not want to pursue this avenue, but felt we had no other option. To date, the letter of no confidence has elicited no response from President Buckley, but President Destler has requested a meeting along with all of his senior VPs). This meeting could/would happen before end of semester.

Member: NFC should attend this meeting if possible.

Member: I have general concern about whose voice is represented in these current claims. Several of my students were unaware entirely of convocation (NFC needs to be careful about the potential of representing a few with the loudest voices)

Member: It's about the pattern, not the numbers. The patterns keep popping up at different levels: faculty, staff, student experiences.

Member: Evidence is really critical, not half information. How is this achieved? I'm unsure.

Member: Faculty support (via survey) of By Laws revisions is evidence that there needs to be more inclusion. Next week's meeting needs to have a memo developed and sent off to administration.

9.90 Chair will start the process for the forum, member feels an outside speaker should not be the route, keep it internal (supported by non-member) with completely neutral moderation.

Member: Send out email/survey to collect a list of problems from NTID in planning for the forum.

Member: The student vote of no confidence has set the wheels in motion, forum must happen before Christmas for this reason.

Members: There needs to be more planning in advance of this forum. A survey would allow for the opportunity to clearly identify the major problems and give people the opportunity to creatively brainstorm ideas/solutions. We need to get on the “same page” as an institute; work sessions might be appropriate following or as part of the forum.

9.91 Adjournment