

**National Technical Institute for the Deaf
Rochester Institute of Technology**

COACHE

January 14, 2014

**Federal Budget Reductions due to sequestration cuts
of \$3.4 million forced NTID to:**

- **Limit searches for TT positions**
- **Suspend lecturer promotions**
- **Freeze faculty development travel**
- **Reduce NTID's workforce by 11% while serving record high enrollments**
- **Reduce controllable accounts by 20%**
- **Limit the flexibility of workload adjustments for faculty**

Morale at NTID and in federally supported programs/agencies throughout the US has suffered. Cautiously optimistic that recent budget agreement will enable NTID to re-invest in critical areas:

- **NTID will begin searches to fill both TT and lecturer positions for Fall 2014**
- **NTID will make equity adjustments**
- **NTID will invest in faculty development travel**
- **NTID will invest in equipment**

**More news to follow as Congress completes
its budgetary processes.**

Department Engagement

- **Chairs have been asked to engage their department faculty in open discussion of department culture, communication and evaluation.**
- **With Rosica Hall coming on-line, opportunities for faculty research and scholarship and grantsmanship are multiplying.**
- **In 2014, we expect to be promoting the whole arena of on-line education, providing opportunities for significant professional growth.**

Leadership

- **While we have tried hard to provide feedback opportunities to faculty in general and NFC in particular, the pace of decision-making has been more rapid than usual.**
 - **Dean and AVP will schedule monthly meetings with NFC leadership. Town Hall meetings will be scheduled at least one per semester to provide forum for feedback.**

Leadership continued

- **We may not have done enough to thank faculty and show appreciation for your extraordinary efforts over the last three years.**
 - **Cannot overemphasize how contribution have faculty to student success have a difference.**

Leadership continued

- **We have a Strategic Plan, but some elements of it have had to be suspended. We are now ready for a mid-course correction and we will be appointing a faculty committee to undertake that.**
- **NTID will participate in RIT SP which is underway over the next year. Following completion of RIT SP process, NID will do a mid-course review of its SD 2020. faculty will be asked to participate in this process.**

Tenure Reasonableness

- **Chairs have been asked to ensure that pre-tenured faculty are on the balanced portfolio.**
- **We will try very hard to remove the suspension on faculty professional travel.**
 - **We are going to unfreeze the travel restrictions. Our funding base will determine how much we will be able to do.**

Tenure Reasonableness continued

- **We will invite the Faculty Affairs Committee of the Academic Senate to work with NFC.**
 - **We will work with colleagues at RIT to both clarify expectations and provide resources necessary to enable faculty to meet expectations. This will be a topic of regular discussion with the Chairs and NFC leaders.**