

# Session 4:

## Communication 2025 and Beyond

**Gary Behm**

Associate Vice President for Academic  
Affairs

Friday, May 2, 2025



---

## Agenda

- **ASL Assessments**
- **Revisit POWs and annual appraisals re: faculty classroom communication expectations**
- **NFC emergency meeting and concerns**
- **Possible taskforce via NFC**
- **Feedback and input**

---

# Communication in the NTID Faculty POW

	Teaching / Tutoring portfolio for Tenure-Track faculty	Balanced portfolio for Tenure-Track faculty	Administrative portfolio for Chairs and Associate Deans	Teaching / Tutoring portfolio for Lecturers	Teaching / Tutoring portfolio for Senior & Principal Lecturers
Teaching/ Tutoring	60-70%	40-45%	0-10%	80-90%	70-80%
Communication and Diversity	5-10%	5-10%	5-10%	5-10%	5-10%
Scholarship	10-20%	40-45%	0-10%	0%	0%
Service	10-20%	5-10%	75-85%	5-10%	10-20%

---

## Communication in the NTID Faculty POW

- **Developing greater skill in ASL communication is the priority in the POW, but other skills are important too:**
  - **Presentation skills**
  - **Writing skills**
  - **Spoken communication strategies and techniques**
  - **Managing classroom communication**

---

## Communication in the POW and Appraisal

- **"Communication plans are highly individualized and may take many forms. Faculty members should work with their department chairperson to determine a communication plan that is appropriate."**
- **"... faculty members are expected to seek out and benefit from PD opportunities that promote their ongoing growth as communicators."**

---

## Communication in the POW and Appraisal

- **"Completion of [communication] activities should be documented in the annual self-appraisal with an explanation of how this effort has benefited the faculty member ..."**



---

## Communication and Your AY 25-26 POW

- **Now is the time for creating your next POW.**
- **Use your 2024 appraisal and supporting documents to determine your AY 25-26 goals.**
  - What is your ASL rating?
  - What do your student ratings and comments say?
  - Where do you feel you have room to grow?
  - What recommendations has your chair given you?
- **Use your POW as an opportunity for personal growth.**

**Thank you! Any Questions?**