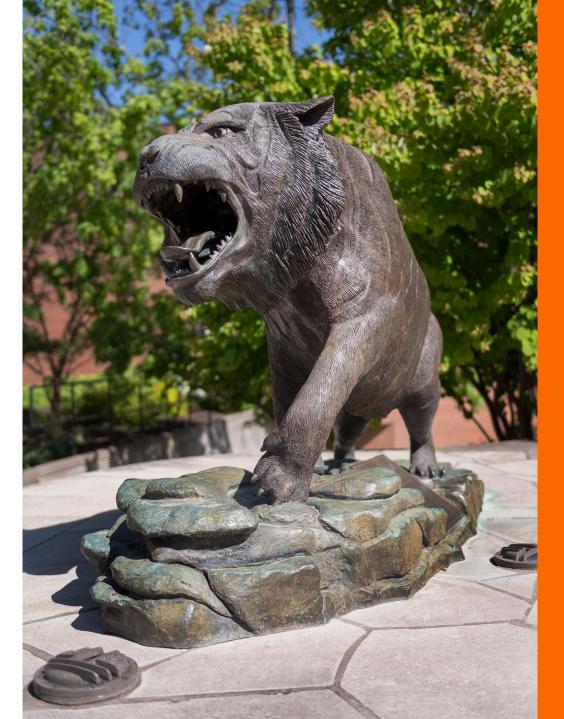
Session 4: Communication 2025 and Beyond

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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."

NTID Faculty Workload Guidelines, rev. September 2023

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 ..."

NTID Faculty Workload Guidelines, rev. September 2023

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?