

NTID Staff Senate Meeting Minutes

Meeting #6 – March 22, 2019

In Attendance:

Senate Members: Cheryl Bovard, Sarah Schneckenburger, Jeremy Zehr, Katie Zuris

Excused: Tabitha Jacques, Sean Flanagan, Jenna Stein,

Old Business

Minutes from 3/1 meeting – will be approved via digital survey, due to half of NSS being unavailable for today's meeting.

Change line after changing bylaws discussion re: Section 2 - reword to say deaf and/or hard of hearing

Jeremy will set up a Qualtrics survey to approve the minutes digitally.

Set up Qualtrics survey to pass changes to bylaws digitally. Katie will email wording of changes to Jeremy to include in the survey.

Minutes and Bylaws should be approved no later than 3/25, in order for the bylaws to be uploaded to the website for NTID staff to review during election nomination process.

Email for nominations sent by 3/26, nominations 4/2, elections if necessary begin 4/5 and end 4/12.

Facebook Page Discussion -

Sarah spoke with Cathy Clarke, asked if we as a group could get our own e-mail address to set up a Facebook account for that address so that nobody is personally tied to the page, due to term limits.

Explore other options for Facebook page management - investigate the process for Dyer, SVP, SLT, etc. How to get permission, information, etc.

We are not sharing private information, but public information. Set up for posts to be approved, to avoid drama, complaints, etc.

Page posts should be set for approval in order to element anything that is not appropriate to the page.

Cheryl will touch base with Tabitha and Reid about setting up an email address for the NSS.

Nominations also need to be added to the website.

Email needs to be sent out by the 26th, so bylaws need to be approved before then.

Survey discussion

A lot of comments were regarding HR.

Career ladders, etc. - those are HR.

Nepotism is enrollment.

Management is not transparent, they don't always have to explain decisions.

Safety walking is staff Council

Staff assistant pay is HR.

Audism - how can we be more inclusive? That can be addressed at our gathering.

Reverse discrimination forced diversity - that's a federal issue.

Job/benefits safe? That's HR.

Declining enrollment and access services not being recognized - is HR.

Wage band - HR

Language - goes back to signing in public spaces.

Perceptions of DAS is Rico.

Pay disparity is staff Council/Bernie

Perceptions of DAS

Rankism - faculty vs. staff. Morale & building bridges - supporting one another and build them up.

Career advancement - HR

NTID pay - HR

Communication transparency - good feedback, very vague.

Special Event Discussion

For the event, maybe have flip charts where people can write their thoughts on communication.

What can we do that's not HR or staff Council?

We can list the issues that were more for HR and Staff Council for people to read and understand that these are things we have heard but can't address.

Katie mentioned a phone list for who to contact for various services, accounts payable, marketing, for people to know who to call.

Possibly get a board for listing what they like about NTID or what process we think works.
See if we can get a room for 4/19 or 4/26 for an NTID gathering.

See if we can change meeting to 4/12 - add to Qualtrics poll