

NTID Faculty Congress NFC Meeting Minutes
March 30, 2021
12 – 1:30 pm via Zoom

Chair: Jessica Trussell
Vice-Chair: Stephen Aldersley
Communications Officer: Adriana Kulakowski

Attending: Jessica Trussell, Adriana Kulakowski, Catherine Clark, Luane Davis Haggerty, Marcus Holmes, Edward Mineck, Stephen Aldersley, Denise Kavin, David Lawrence, Sandra Bradley

Absent: Bonnie Jacob

Notetaker: Adriana Kulakowski – Communications Officer

Agenda Item	Discussion / Status	Action Items
1. Review Previous Meeting Minutes	<p>The March 16, 2021 NFC meeting minutes will be reviewed and voted on at the next NFC meeting (April 13, 2021)</p> <p>The March 23, 2021 NFC Executive Committee with Academic Affair meeting minutes will be reviewed and voted on at the next NFC meeting (April 13, 2021)</p>	
2. Update the Office of Diversity and Inclusion (ODI) and NFC Collaboration	<p>NFC will write a charge with the Office of Diversity and Inclusion regarding barriers to tenure and promotion for DHH, female, and BIPOC faculty.</p>	
3. NFC Executive Committee with Academic Affair meeting results	<p>After meeting with the Academic Affairs department, the NFC Executive Committee has the following information to share with our constituents:</p> <p>1. How is the administration following-up on support for cross-registered students?</p> <p>Academic Affairs Response: Administration has reviewed the information brought to them by Ann Hager’s committee. Unfortunately, there seems to be a discrepancy with the data especially with the tutoring perspective. Academic Affairs understands the importance of creating a new Coordinator of Bachelor Services position to assist cross-registered students. Currently each department at NTID already has their own coordinator to support cross-registered students in a specific major or discipline. Ann Hager has strongly supported the idea of having one coordinator</p>	

that would be responsible for all majors and disciplines at RIT. After discussing the topic with Gerry Buckley, the administration is considering a one-year coordinator appointment for this position; this has not been finalized or announced. Administration will meet with Ann in the near future to discuss possible options. Once there is agreement with Ann Hager's committee and Academic Affairs, an announcement will be made to the NTID faculty.

- 2. Barriers to tenure and promotion for DHH female and BIPOC faculty- creating a committee
 - a. Draft Charge b. Office of Diversity and Inclusion and NFC collaboration- accessibility to data
 - b. Plan for changing the ratio of tenured-track positions to lecturer positions

Academic Affairs Response: *President Munson has envisioned that each department should have a 60:40 faculty ratio (60% tenured faculty, 40% lectures faculty), NTID will be following the same ratio. Academic Affairs has met with NTID department chairs making them aware of the 60:40 shift. The administration realizes that there is a challenge when hiring deaf and BIPOC tenure track candidates however; the administration is actively using the Fellowship or NTID Faculty Program for Academia (NFPA) program to hire new faculty members within. If an NFPA candidates is not selected for the position, the administration will provide an opportunity for them to improve their qualifications by appointing them in an adjunct or temporary position. These candidates will still have to apply for permanent positions when available; full time positions are not guaranteed. One idea for recruiting a more diverse pool of candidates is to provide the faculty members two to three years to build skills before entering the tenure track. In addition, administration would be open to re-introducing or establishing collaboration with other colleges or universities that would allow our faculty members to work towards and acquire their PhDs. The administration will discuss and provide future information on this topic. NTID is in the process of developing a new research enhancement committee that addresses NTID extended appointments with other colleges at RIT. However, the administration would like to setup an NTID program where we would invite people from other colleges at RIT to become extended appointments.*

- 4. Plan for American Recovery Act funding

Academic Affairs Response: *Bernie Hurwitz is responsible for how the American Recovery Act funds are used. There are strict guidelines and restrictions for using this emergency money. For example, we are in the process of developing training opportunities for our students that have been impacted by COVID. Academic affairs indicated that these funds would be audited.*

	<p>5. Retention from Fall to Spring</p> <p>Academic Affairs Response: <i>The retention from fall to spring was very good, our numbers were up. In fact, NTID had more students registered in spring semester than fall semester. In addition, NTID has more students registered now in comparison to last year. We have had great support from academic affairs and amazing outreach efforts from department chairs and the counseling department.</i></p>	
<p>3. Replacing Executive Committee positions</p>	<p>NFC is seeking nominations from NFC members to replace the current chair, vice-chair, and communication officer effective fall 2021. Nominations are currently being accepted for all positions. Voting for the new executive committee members will be on April 27th. The faculty members must be informed two weeks before the actual replacements are made</p>	
<p>Meeting was adjourned</p>	<p>Meeting closed 12:51 pm.</p>	

BCJ reviewed
CC reviewed
SPB reviewed