

NFC Executive Committee Meeting with NTID Administration: Fall Semester

Attendance

NFC: M. Rosica, A. Kulakowski, J. Trussell

Administration: G. Buckley, G. Behm, K. Schmitz, T. Pagano

Date: 11/30/2020 at 12:00 PM

NTID Workload Survey

Todd P: Workload is on the administration's agenda this semester (fall) but it continued to be overshadowed by dealing with COVID-19 issues. They were previously looking at different departments and how they handled the workload. Administration is making every effort to make workload consistent within each department. The Future of Faculty sub-committee is also addressing the workload issue, mostly related to research. Again, Workload is on the agenda but is continuously being moved down the list of priorities due to other emergency situations...primarily because of COVID. The administration wants to review the WL guidelines with all the chairs again, as we have some new ones and all review with an eye towards consistency. Administration may set up a sub-committee to review the document as well for possible clarity and/or revision.

NFC has not been able to analyze the data from the Qualtrics survey sent to all NTID faculty last fall (2019). We discussed having Denise Wellin assist with the analysis. Gerry B. asked that NFC send him a two to three sentence summary regarding what we (NFC) would like analyzed to focus on and he will pass that along to Bernie H and Denise W.

Ann Hager Support Services Report

NFC felt that this report did highlight some of the things that need attention and there is some concern that our cross registered students might be better served. Maybe they are not getting the attention to their needs as in the past. All agreed that there is a need for a better coordination of services.

After looking through the draft report, the administration indicated that the committee had some requests:

1. The administration has reviewed the job description that was drafted by the committee and are determining which aspects are feasible.
2. Committee suggested a workload guideline be developed for tutors. The administration is taking a look at this.

Katie will talk to Gary and Todd on how to approach the proposed coordinator position. She proposed a self-nomination process that will give people a rotating opportunity for this position.

It does have the administration's attention.

Lectures and a Path to permanent positions for those with terminal degrees.

We reviewed Austin's document from academic senate, The "Charge to the Sub-Committee on Faculty Affairs 20-21."

Gary and Gerry are moving towards a 60%/40% ratio (60% TT position/ 40% non TT). Gerry projects about 5 years to get to this balance. Currently, the percentage is about 50/50. Per Gerry, RIT wants a significant number of the classes taught by TT. They are currently working on a process for lecturers, who are qualified (terminal degree, and other criteria) to be able to apply for open TT positions.

NFC broached the issue that some NTID departments have no TT faculty and had to invite someone from a different department to head a chair search. The administration is aware of the concern and intends to address it per college policy.

Financial Oversight Committee

Mark mentioned that NFC has discussed setting up a sub-committee to provide oversight to the financial issues at NTID, much like Academic Senate does in their Fiscal Oversight sub-committee.

Gerry: All the information is in the NTID annual report however he is willing to share any information necessary as well as happy to work with such a sub-committee of NFC.

Our student enrollment numbers have decreased, will there be lay-offs? Closing courses? Anti-racism will fill the positions?

Mark R. recently spoke to Mary Karol M. to encourage her to provide a report showing how many students are on LOA, withdrawn, not registered...etc.. Mark asked who will be monitoring this?

Todd P.: This is our main priority at this time (student enrollment and maintaining students). They are working every day to communicate with students who have withdrew, are on LOA, or have not registered. Administration has assignment department chairs and department coordinators to actively communicate with these students as well. Hopefully the report from Vicki L. will show the number of unregistered students will be reduced from 180 to below 100.

Gerry B.: The numbers of unregistered students at NTID are consistent with RIT's numbers. The issue of COVID has impacted their decision to return. We just don't have control over certain things at this time. Rhonda should have a registration report to Gerry very soon in regards to the enrollment numbers.

Antiracism Plan:

Gerry: It is not a policy but a plan. Students have asked for an extension to review the proposed plan and were to provide a final answer/feedback to Gerry on 11/30. As soon as feedback is received, Gerry will provide the plan to NFC before full dissemination. Gerry did mention that several modifications have been made based on the helpful faculty/staff feedback. In addition, the plan will state deadlines and who is the person responsible for different aspects of the antisocial racism plan. RIT's plan is still in development mode on their Antiracism policy as well.

Funding and protecting the workforce.

Gerry: No job cuts have occurred due to the recent situation, as the goal was to protect the workforce. However, if the numbers continue to decrease, administration will be required to be more rigid for the approval of expenditures. Currently we are in a healthy position because we saved on merit increases, people were not traveling, etc... Renovation of the classrooms have been approved and will occur starting sometime soon. However, administration needs to look at how they can serve more people in different ways especially when the enrollment for the two-year degree programs are going down. The goal is to move towards online learning to serve more of a diverse group of students as well as older students who want re-training. This is in accordance with RIT's plans and projections as well. If the traditional enrollment in the associate's degrees do not increase, we have to think about other possible avenues for revenue (online learning, the adult market, certificate degree programs, non-credit market). They have asked Congress for additional emergency funding for this. Short term, we should be fine however if the numbers continue to decrease, serious conversations will have to happen. We are on a Continuing Resolution from Congress and are fiscally sound. Congress has also recommended an increase in our budget (1.5 Million).

RIT is trying to monitor its fiscal situation carefully while maintaining their commitment to the Strategic Plan as well.

The ACT test is now optional for admission. We don't know at this point how this may affect the enrollment. Also, the mailing lists we use to use from ACT are no longer available so this will have an impact on our recruitment efforts. The number of high school students that will attend college will be drastically reduced in the coming years (2026-28) so we need to start preparing for this as well.

Admissions will be modifying some of the usual practices for new student acceptance this fall. Those students who have a clear path will be accepted into a program. Those who do not have a clear path will be tested for placement hopefully before they arrive. They are still working on this two-step process (acceptance then figuring out where /how to place them in programs).