

NTID Faculty Congress NFC Meeting Minutes
December 8, 2020
12 – 1:30 pm via Zoom

Chair: Mark Rosica
Vice-Chair: Jessica Trussell
Communications Officer: Adriana Kulakowski

Attending: Jessica Trussell, Mark Rosica, Adriana Kulakowski, Catherine Clark, Bonnie Jacob, Luane Davis Haggerty, Patti Durr, Marcus Holmes, Edward Mineck, Dave Lawrence, Stephen Aldersley, Sandra Bradley

Guest Attendee: Jessica Cuculick

Notetaker: Adriana Kulakowski – Communications Officer

| Agenda Item | Discussion / Status | Action Items |
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| 1. Review Previous Meeting Minutes | <ul style="list-style-type: none"> ● Vote on November 24, 2020 Minutes: <ul style="list-style-type: none"> Motion: NFC Member Second: NFC Member Approved: 11 members approved Abstained: 1 member (member absent at 11/24) | |
| 2. NFC Executive Committee Meeting with NTID Administration on 11/30/2020 | <p>The following topics were discussed during the NFC Executive Committee Meeting with NTID Administration on Monday, November 30th. Topics Discussed:</p> <ul style="list-style-type: none"> ● NTID Workload Survey from Fall 2019 – NFC <ul style="list-style-type: none"> ▪ The administration is well aware that issues regarding workload equity and implementation are important issues however the issues dealing with the Covid Pandemic have taken priority. The plan is to resume workload analysis this spring given that there are several new chair people and realization that not all chairs are interpreting the policy the same way. There was some discussion of a subcommittee to be formed to look at the clarity of the work load document and propose changes/clarification as needed. ▪ NFC was referred to Denise Wellin to assist in the analysis of the workload survey data. Gerry suggested we summarize our needs and send a note to Bernie Hurwitz to justify allocating Denise’s time to NFC needs. ● Regarding The Support Faculty Workload Assessment Committee Report and recommendations <ul style="list-style-type: none"> ▪ Administration is continuing to review the recommendations. Their current thinking is to have the Director of Support Services position, recommended in the report, to be a rotating position amongst the support coordinators. | |

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| | <ul style="list-style-type: none">▪ The administration has reviewed the job description that was drafted by the committee and is determining which aspects are feasible.▪ 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.▪ The Committee report suggested a workload guideline be developed for tutors. The administration is taking a look at this.• Lecturers and a path to permanent position for those qualified<ul style="list-style-type: none">▪ The administration's goal is to have a 60% tenured track to 40% lecture ratio which is the same as RIT's goal. The current percentage is 50/50 and it may take several years to meet the 60/40 goal. All are in agreement that a lecturer may apply for an open tenure track position search when they match the qualifications needed. Gary is working on that process.• Potential establish of Financial Oversight Committee modeled after RIT Academic Senate<ul style="list-style-type: none">▪ Gerry is open to this idea.• Funding and Protecting the Workforce: Enrollment numbers have decreased.• Will there be future lay-offs? Courses Closed? Will the anti-racism plan continue during this time?<ul style="list-style-type: none">▪ RIT is trying to protect the workforce and avoid layoffs. Despite the multimillion-dollar shortage, 73% of NTID's funding comes from congress. With prudent savings and less expenditures due to Covid, we ended the fiscal year in very good standing. NTID is on a continued resolution meaning flat funding and both the house and senate have recommended increases in funding for next year. RIT has spent more than 10 million dollars in Covid accommodations to date and still feels fiscally sound. Gerry has also asked Congress for emergency funds to help laid off alumni by creating additional training programs for potential reemployment. Gerry indicated that Linda Bryant and Donna Lange are working to address the needs of the adult market with online certificate and non-credit bearing training to reenter the workforce.▪ Administration has assigned department chairs and department coordinators to actively communicate with students who have yet to register for 2205 classes . Hopefully the report from Vicki L. will show the number of unregistered students will be reduced from 180 to below 100.▪ Rhonda should have an enrollment report out very soon. | |
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- Given the decline in student numbers and the changing market in higher education, faculty roles may change in the future but it is unknown how this will develop at this time. Regarding ACT scores, we previously were able to purchase large numbers of students' contact information through ACT to reach out to students. ACT is no longer allowed to do this so we will need to find other means to recruit students. Also, the ACT is no longer required by RIT for admission and we do not yet know the impact this will have on admissions. There is a committee investigating this issue.
- Placement testing: Remote placement testing will continue for the entering class.
- Mark reported that NFC is working closely with NTID Academic Senate Senators. Senators are invited and have been attending NFC meetings, and NFC representatives will be instrumental in passing along information to their constituents from Academic Senate.
- Anti-racism plan
 - The administration wanted to clarify that this is not a policy but a plan. The students had a deadline for 11/30 to give feedback. NAC will review all the feedback and the plan will be disseminated shortly. The plan will be sent to NFC prior to distribution. The feedback received from faculty was appreciated and helpful. Clarifications include individuals responsible for each initiative and deadlines for implementation. RIT's anti-racism plan is still in development.

The following questions were asked by NFC members regarding the NFC Executive Committee Meeting with NTID Administration

- What is the difference in Katie Schmitz and Todd Pagano's role/position? Todd's current title mentions teaching not tutoring. In the past teaching and tutoring were always combined, both should be valued equally. Clarification is requested. NFC will share both job descriptions ASAP.
- Promotion and peer review issues. There could be a problem when a tenure track faculty member is seeking promotion when there are only lecturers within the department. Who will review the tenure track faculty's promotion materials from within such a department?
 - Administration is aware that an outside tenured person must be brought in for a search committee if none exist in the department. They are working to increase the numbers of tenure track positions in all departments as per the previous topic.

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| | <ul style="list-style-type: none">• Financial Oversight Committee: Gerry is open to providing detailed information regarding past financial reports however, NFC is more concerned regarding representation that will review both past AND future expenses and expenditures.• Funding and Protecting the Workforce: Does the 60/40 model mean that administration will be eliminating non-tenure track positions? How will you achieve this 60 /40 model?• Anti-racism plan: Will the information about budget and dollars for each part be part of the plan and be made available?• The government recently gave RIT millions of dollars from the CARES Act, was any of that money given to NTID?• Next Executive meeting with Administration will be February 2021. | |
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| <p>3. Discussion of NFC Sub-Committee meeting with Ann Hager and The Support Faculty Workload Assessment Committee on 12/4/2020</p> | <p>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.</p> <ul style="list-style-type: none"> • Lots of frustration with services, response to the report, not taking action on the recommendation, etc. • NFC feels the recommendations highlighted in the report are too important to be ignored and getting the attention of the administration in a different way may lead to better results. • NFC is responsible to be involved with issues that impact faculty and students, workload, equity, etc., therefore supporting this committee in getting a formal response from the administration is part of our NFC work. • Ann could send a note from the committee to the administration and copy NFC. The note could say that there have been 3 discussions with NFC to date and NFC is in full support of the concept of a position that focuses on the services, students and faculty of our BS level students. Further discussion on this topic is needed with the committee (and possibly all the faculty who work with these students). Ann agreed that collecting some more compelling data would be good and coming up with better rationale for why a position is needed to better coordinate services would be helpful. It is feared that if nothing changes, things will change for the worse in terms of graduation rates, student retention, academic success, etc.as well as continued negative impact on faculty morale. • The Support Faculty Workload Assessment committee felt that rotating the support coordinator position as a “leadership opportunity” for a will not be effective. • Ann agreed and will meet with the committee and draft a note to the administration. She will stay in touch with us and they appreciate NFC’s work and support. | |
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| 4. New Business | It was brought forward to NFC the time and energy put into grant writing is considerable and not considered in the tenure and promotion process. The time and energy put into grant writing disproportionately negatively influences women and colleagues who are BIPOC. Currently, all the NTID full professors are male. As each college has their own policy and procedure for tenure and promotion, NTID should consider the recognition of this activity if it is considerable in nature. | |
| Meeting was adjourned | 1:35 pm | |

BCJ reviewed
Ed M reviewed
SFA reviewed
ACK reviewed