

**NTID Faculty Congress NFC Meeting Minutes**  
**February 18, 2020**  
**12 – 1:30 pm, CSD-2102**

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

**Attending:** Jessica Trussell, Mark Rosica, Catherine Clark, Tao Eng, Edward Mineck, Marcus Holmes, and Bonnie Jacob, Luane Haggerty  
**Notetaker:** Adriana Kulakowski

Agenda Item	Discussion / Status	Action Items
1. Review previous meeting minutes	<ul style="list-style-type: none"> <li>● Minutes for February 4, 2020 and February 11, 2020 will be voted during the next NFC meeting.</li> </ul>	
2. AAVP Position	<p>Nomination for the AAVP Committee is as follows:</p> <ul style="list-style-type: none"> <li>● Todd Pagano</li> <li>● Bob Pollard</li> <li>● Peter Hauser</li> <li>● Linda Bryant</li> <li>● Dino Laury</li> <li>● Elisa Olsen</li> </ul> <p>While seeking nominations, concerns were expressed by department constituents regarding conducting an internal rather than a national search for the new AAVP position. Because of this, many are suspect of the hiring process and several departmental constituents felt that there was possibly a predetermined decision on the new AAVP. A few departments expressed limited enthusiasm regarding the search process therefore decided not to nominate themselves. Whoever is appointed to the AAVP position would have a significant impact on the Institute. NFC members felt that the establishment of the search committee for the new AAVP position should have started at the time Gary Behm’s was given an extension as interim AAVP. A few chair people were surprised that they were not informed about the AAVP position during the chair’s meeting.</p>	

3. Communication and language policy	There was a problem with the Qualtrics Survey that was sent to Tenured and Tenured Track Faculty as a reminder to vote on the communication policy last week. Lecturers were sent a reminder link to the faculty survey and they were allowed to vote, which contaminated the results for the faculty vote. We also understand that this has an impact on the confidence of the results of the survey. We believe that this necessitates a re-vote of both the Tenured and Lecturer faculty. The survey should be sent out again for a final vote. NFC is willing to assist administration in resolving any Qualtrics issues. NFC representatives will go back to their home departments making the constituents aware of the situation and asking them to be patient until the new survey is distributed and the final results are accurately determined.	
6. New Business	There were two additional concerns that were mentioned during today's meeting. 1) Rotating chair people every three years is a concern for several constitutes. If chair people are continuously replaced, this could allow various people in the department access to confidential faculty information/salary documents, which several faculty felt uncomfortable with. 2) If salaries are known, some feel that favoritisms or the high or low amount of one's salary could have an impact on one's merit raise, for example, someone who earns a higher salary may get a reduced merit and vice versa.	
Meeting adjourned	<ul style="list-style-type: none"> <li>● Motion: NFC representative</li> <li>● Second: NFC representative</li> <li>● Approved: Unanimous</li> </ul>	

Catherine Clark approved with changes