

NTID FACULTY CONGRESS
April 25, 2017
Minutes

- 9.155 PRESENT: Charlotte Thoms, Catherine Clark, Tao Eng, Marcus Holmes, Cynthia Boda Lucas, Brian Milburn, Ed Mineck, and Camille Ouellette.
- 9.156 Minutes for April 11, 2017 were voted for approval (6 in favor and 2 in abstentions) with the following edits [edits are bold and red].

In Minutes

9.151 receive clarity on the motivating factors behind President Buckley's **request** to have Communications Studies and Services replace their representative (who was professional staff) before proceeding.

Change to

9.151 receive clarity on the motivating factors behind President Buckley's **non-request** to have Communications Studies and Services replace their representative (who was professional staff) before proceeding.

- 9.157 The first topic of discuss are the two Vblogs that were sent out from the President Buckley's office.

1st Vblog was related to The Committee on Equal Opportunity Communication and Access (CEOCA) recommendations

2nd Vblog was related to President Commission on NTID Student's Experience.

One comment was made by NFC member, "the NTID Administration responded more positively to CEOCA and recognized at least one of the recommendations." Another comment from a NFC member, "I've never seen a President from RIT come to NTID to respond to the issues that were raised by Communication Access Now (CAN) and others."

- 9.158 One member of NFC gave a 15-minute presentation followed by 15 minutes for Q and A's. There were three things that irritate people (Faculty/Staff and Students), Trauma, Traits, and HR. The conflict is an issue at NTID

- Trauma-Influence how people behave.
- Traits-Less people are showing their good side of doing their jobs due to their experience of perceived oppression which leads to fewer role models in the community.

- HR- Does not consider deaf people a “protected group,” which may be why the problem has persisted here on campus.

Another comment was about being on the Equity Committee, potentially looking to hire a staff assistant. This staff assistant will work half of time with Diversity, Equity and Inclusion (DEI) committee and the other half with Tommie.

Good Example: Have a structured committee

One comment, there will be a room established known as a “safe space.” Question asked, what proof do you have to make it a safe place? This all models: given the student’s concerns. NFC needs to take responsibility because with that “list,” NFC will be able to produce results because the recommendations are in place. One comment, if a NTID faculty has an issue they should not be running to Brian. It is not fair to him to be the bearer of bad news all the time. Issues should be brought to NFC so that we can put on the table for discussion. A complaint was Lecturers who want to do research were not encouraged. One comment was directed to the presenter that there may be legality reasons since Lecturers are not allowed [required] to do research. To improve NFC creditability, NFC needs to continue moving forward in the direction set forth this year. For those complaining, there are also faculty who are indicating they plan to join as their department representative for AY 2017-2018.

One comment, we need to think of another phrase because the “climate of fear” is developing a bad connotation. We need to emphasize the problem persists, but develop a new phrase to describe it.

9.159 Next meeting: May 9, 2017 (Last NFC Meeting for the semester)

9.160 Adjournment