

NTID FACULTY CONGRESS
February 14, 2017
Minutes

- 9.120 PRESENT: Bonnie Bastian, Tao Eng, Austin Gehret, Marcus Holmes, Cynthia Boda Lucas, Brian Milburn, Ed Mineck, Camille Ouellette, Charlotte LV Thoms
- 9.121 Minutes for January 31, 2017 were unanimously voted for approval with the following edits.

In Minutes

9.117 Status of survey feedback administered by convocation committee.

Change to

9.117 Status of survey feedback administered by **Convocation** committee.

- 9.122 Review of bylaws vote

35 out of 126 eligible (Tenured, pre-tenure, principal and senior lecturer ranks) voted on the proposed bylaws with (20 NO, 15 YES).

The low response rate, split nature of vote suggested general confusion on what exactly was being considered (i.e., NFC membership separate from NFC voting privileges) suggest the revised bylaws vote might need to be offered again with the following changes:

Show current bylaws in its entirety but clearly annotate where the changes are occurring to clarify and simplify what is asked of voters

Further discussion made this course of action less obvious:

Many tenured/pre-tenure faculty personally contacted Charlotte and admitted they would never consider granting these privileges to professional staff (PS) who teach. Thus, a vote considering both lecturers and PS voting privileges would continue to face tough opposition

Provost Haefner has recently formed a committee to reevaluate the role of lecturers to RIT that could include more service responsibilities such as Academic Senate representation. NFC would like to invite the NTID rep on this committee to the next meeting to discuss further (2/28). This shift in thinking at RIT could alleviate the issue with lecturer privileges within NFC.

Other senior faculty spoke informally with Ed. They feel the issue with PS lies more with their academic title (and the privileges contained within) than an issue that can be dealt with through NFC. This issue should go through Staff

Council. It seems likely that a discussion is needed on how professional staff who teach heavily could transition to a faculty rank.

9.123 Tao and Charlotte met with Gerry Buckley (GB) (3rd week of 2165) and briefed NFC on each of the topics that were discussed.

"I am ok with my responses being shared as you have done. If you want to post them to the NFC minutes so that interested faculty can review, this will be ok." – GB

1) Plans for faculty/staff and student town hall meetings at NTID. NFC did not have any further discussion on this topic.

2) Despite NFC discussing taking the lead in hosting one or all of the faculty/staff town hall meetings, GB prefers to host them himself. NFC did not have any further discussion on this topic.

3) Given the results of the NTID bylaws vote, should NFC invite GB to discuss these results further before making any further plans to resend the survey? NFC discussed this at some length but did not arrive to any definitive conclusion.

4) How does GB plan to reorganize the structure of NTID? GB wants to make sure the AVP replacement is involved closely with NFC; GB wants new AVP role to be academically-exclusive position (position has become too involved in other issues as of late). The AVP working closely with NFC is critical towards faculty success and morale.

5) DEI committee will be handling the Convocation committee survey results and analysis. Most were personal/non-professional comments. GB decided to give these results to DEI committee because of the nature of the comments. The committee will address and analyze the information carefully and appropriately.

6) Search committee transparency. Faculty roles that exist over a limited time (e.g., special assignments, roles included within grant activities) are handled through separate review processes and tend not to undergo a formal search process.

7) NTID Classroom organization/visibility. GB informed the co-chairs that Chris Knigga is the appropriate contact on these matters and to include department chairs in all correspondence. NFC discussed the likelihood that these issues extend beyond the classroom, so this issue warrants further discussion.

8) Signing in public places. Faculty and staff should model good practices by signing whenever in public. Some students do not follow this policy, so it is important that good behavior is modeled often.

9) GB wants NFC to identify 1-3 priorities for future work. A few topics that were broached by NFC:

1) What academic representation should professional staff with heavy teaching loads have moving forward (assuming the bylaws revisions remain unchanged). NFC will continue to work to identify the best “in-the-box” strategy with significant input from professional staff reps currently serving on NFC. Ultimately, any strategy identified will likely move the issue out of NFC’s purview.

2) Lecturer workload concerns remain a serious issue as lecturer plans of work appear to hold little consistency across departments.

3) NFC wants to remain closely involved with the development of new sign language skill assessments that are in addition to/or ultimately replace the SLPI.

10) NFC meetings: open publicly vs. amongst faculty only. There was no further NFC discussion on this topic.

9.124 Adjournment