

NTID FACULTY CONGRESS
November 15, 2016
Minutes

- 9.79 PRESENT: Bonnie Bastian, Kristina Bernhardt, Tao Eng, Austin Gehret, Marcus Holmes, Cynthia Boda Lucas, Campbell McDermid, Brian Milburn, Ed Mineck, Camille Ouellette, Charlotte LV Thoms, Jessica Trussell

Guest: J. Matt Searls

- 9.80 Minutes for November 8, 2016 were voted to be accepted with the following edits [edits are bold and red]

In Minutes

- 9.75c.1. RIT By-Laws recognize voting rights for tenured...
9.76 Cam reminded the committee...
9.77 NFC needs to be involved in helping the institute clarify the policy descriptions/plans of work related to lecturer positions

Change to

- 9.75c.1. RIT **Policies** recognize voting rights for tenured...
9.76 **Ed** reminded the committee...
9.77 NFC needs to be involved in **determining whether violations of lecturer policy are occurring in assigned plans of work**

- 9.81 J. Matt Searls addressed the committee about serious concerns he has at the institute related to the ongoing climate of fear. He has witnessed this culture grow and observed it directly impacting faculty, staff and students. Groups in particular that have appeared most susceptible include: females, individuals of color and the d/Deaf and hard of hearing. He urged the committee to assume a more prominent advisory role in this matter, citing the need to become more visible as "active bystanders." Impacted individuals want a response now from NFC that would help validate their concerns.

Kristina contributed more student perspective to this discussion: There needs to be the ability to broaden job search parameters (particularly as it relates to relaxing some of the years of teaching requirements) to improve the diversity job candidate numbers.

The proposed response by NFC should be to host an "emergency" forum in a similar fashion to last fall's forum. There was some discussion that last year's forum felt a bit rushed in terms of community dissemination and that this year's forum should improve upon that. Charlotte offered to contact Keith Jenkins (VP of Diversity/Inclusion) about the best practices for establishing a forum of this nature. The goal is to have the forum run before the end of the semester (Week 14 was suggested) but more importantly that

any and all students/faculty/staff seeking the opportunity to share their concerns should feel fully supported by the environment NFC creates for this forum.

- 9.82 Cam gave a brief report on the survey: to-date 86 members have completed the survey with approximately ½ of all tenure-track faculty members casting a vote. There was no deadline sent out with the survey so that will need to be amended to say the survey will close before Thanksgiving break.
- 9.83 Kristina gave a summary of the CEOCA community forum (11/14/16): Highlights included the need to adjust the definition of ASL in SD2020; rejection of the word “SimCom,” place greater emphasis on bilingualism, encourage more incidental learning of ASL (instead of during classroom lectures) and improve NTID’s marketing of the use of ASL as a language model at the institute. (Preliminary recommendations are due to the NTID Administrative Council by 12/1/16.
- 9.84 Adjournment