

NTID Faculty Congress NFC Meeting Minutes
January 15, 2019
12 – 1:30 pm, SDC-2102

Chair: Jessica Trussell
Vice-Chair: Mark Rosica
Communications Officer: Austin Gehret

Attending: Jessica Trussell, Mark Rosica, Edward Mineck, Austin Gehret, Adriana Kulakowski, Marcus Holmes, Catherine Clark, Tao Eng, Sandra Bradley, Jennifer Gravitz

Absent: Patti Durr

Notetaker: Austin Gehret

Agenda Item	Discussion / Status	Action Items
1. Announcements	<ul style="list-style-type: none"> ● Announcements: NTID Faculty and Staff Social will be held February 1st from 1-3pm Wallace Center 1st floor (RADSCC). A flyer will be forthcoming. The event is meant to serve as an informal gathering amongst NTID faculty and staff to help foster connections and boost morale. NFC has been encouraged, and will plan, to attend in support of our role to help lift faculty morale at NTID. (The sudden passing of Stephanie Albert last year was the catalyst to get this event up and running) 	
2. Review previous meeting Minutes	<ul style="list-style-type: none"> ● Review of 12/04/18 minutes occurred before winter break online (via Qualtrics): ● Vote on 12/04/18 Minutes: <ul style="list-style-type: none"> ● Approved – 8 ● Abstention – 3 	
3. Communication Task Force charge discussion	<ul style="list-style-type: none"> ● NFC discussed several of the characteristics that need to be considered in developing the task force’s (TF) charge for updating the language and communication policy in tenure/promotion (T/P) policy ● Jessica gave a brief background of the discussion executive committee had with administration and shared the email executive committee sent to the administration with NFC as a follow up to their 11/29/18 meeting ● Mark reviewed the 1991 TF report in depth and Jennifer has been working on language for a charge ● NFC’s goal in this discussion is really to provide topics that need consideration by the TF (what do we agree on regarding current NTID issues and needs related to communication) <ul style="list-style-type: none"> ○ There currently is confusion related to the promotion/tenure guidelines (needs clarity) ○ Jennifer has wrestled with the breadth of the charge (narrow vs. broad) <ul style="list-style-type: none"> ▪ CEOCA report, language access (broad perspective) and what impact this report and recommendations will have on the TF. ▪ How do we redefine language expectations related to T/P? (narrow perspective) 	<ul style="list-style-type: none"> ● NFC Executive committee will summarize these points into a concise document for committee review prior to sending along to administration

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	<ul style="list-style-type: none"> ○ Most confusion lies with T/P decisions. Because of this, adopting a narrow perspective for our discussion might be prudent. ● What are the characteristics that the charge should have? <ul style="list-style-type: none"> ○ Defining a language/communication portfolio (multiple measures) ○ Sign language skill assessments can be used multiple times on different time scales ○ TF needs to be aware on developing institute trust and acknowledging impact on institute culture ○ The new guidelines to be established will obviously only apply to new faculty regarding tenure and to all faculty regarding promotion. ○ Assessments must have formative and summative components (PD component with POWs) ○ The TF should collaborate with both Peter Hauser’s group and Sharron Lott’s office to ensure consistency of language for describing assessments and confirmation that resources are/will be available to support assessments, respectively. ○ There has to be a clear definition in the new policy, no “buts” allowed (vagueness needs to be removed to allow for consistency in interpretation by T/P committees) ○ There is considerable disagreement on whether simultaneous communication is permissible to use in the classroom. ○ Should the same level of signing skills be expected for all groups of faculty (i.e., researchers, admin, etc.)? A faculty’s sign skill level should address many factors <ul style="list-style-type: none"> ▪ Signing skills that reflect the diversity of the institute (i.e., the wide-range of communication skills of the student body, the frequency of with students, cultural awareness, etc.) ▪ What is an acceptable range of signing skill levels in diverse classroom? ▪ Signing should NOT be the only metric. Written English (not the ability to speak) needs to be assessed as well. PH’s presentation emphasized that individuals strong in both languages (ASL AND ENGLISH), demonstrate stronger skills in transitioning between those languages, a necessary skill in our diverse classrooms. ○ The new language and communication policy will be a living document <ul style="list-style-type: none"> ▪ It needs to be written with an eye towards adaptability so it can accurately reflect the current needs of the NTID student population ▪ It should be considered in a similar manner to a strategic plan (i.e., there needs to be an automated review and revision process built in every “X” number of years) 	

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	<ul style="list-style-type: none"> ○ The new practice of allowing students to request interpreters in the NTID classroom should also be considered ○ Clarity vs. ASL competence- Faculty should be sure they are communicating clearly. Competency may or may not be a good measure of clarity. ● Additional points discussed: <ul style="list-style-type: none"> ○ New Signers Program equivalent for faculty might be helpful (summer training at beginning of contract) and resource to help new hires lacking sign skills get a jump-start on this development. ○ The TF may want to consider wording that will address, on an individual basis, those faculty who persist in their efforts to reach an acceptable level of communication skills, but despite time and effort, are not able to achieve that level. Because NFC was unsure of a definitive way to measure an individual's capacity and the fact that recognition of effort has led to varying interpretations by current T/P committees, these points remain up for debate. 	
4. Next Meeting	● Tuesday Jan 22, 12-1:30pm, Room-55-2102:	