

NTID Faculty Congress NFC Meeting Minutes
January 22, 2019
12 – 1:30 pm, SDC-2102

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

Attending: Jessica Trussell, Mark Rosica, Austin Gehret, Adriana Kulakowski, Catherine Clark, Tao Eng, Jennifer Gravitz, Patti Durr

Absent: Edward Mineck, Marcus Holmes, Sandra Bradley

Notetaker: Austin Gehret

Agenda Item	Discussion / Status	Action Items
1. Announcements	<ul style="list-style-type: none"> ● Announcements: 	
2. Review previous meeting Minutes	<ul style="list-style-type: none"> ● Review of 1/15/19 minutes: ● Vote on 1/15/19 Minutes: <ul style="list-style-type: none"> ● Motion: Austin ● Second: Mark ● Approved – 7 ● Abstention – 1 	
3. Communication Task Force charge continued discussion from 1/15/19	<ul style="list-style-type: none"> ● Executive committee appreciated the open, honest conversation from last week’s meeting. Mark and Austin met on Monday to pull out common themes based on last week’s meeting. Executive committee wanted to focus on the important points from last week’s discussion in preparation for sending the documentation along to administration. Today’s discussion will involve reviewing these notes to ensure we didn’t miss anything from last week. Further points that came up for discussion: ● There was interest to see a more explicit expectation that the policy will be reviewed/ revised on a regular basis. A specific period of time (e.g., 3 years, 5 years, etc.) was discussed with thoughts: <ul style="list-style-type: none"> ○ Rich Dirmeyer may have access to institute data on student populations (which might dictate communication skills need some adapting) that might help predict what is an appropriate cycle for review. ○ Student population surely is part of it, but changes to RIT policy, changes to administration, and other changes can also have an impact. ○ The charge should include some language such as “required periodic review” ● Considerable discussion on written English now being included as part of the charge. 	<ul style="list-style-type: none"> ● NFC Executive committee will further summarize the document to reflect these additional points. Send to NFC for review prior to next week’s meeting.

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	<ul style="list-style-type: none"> ○ The spirit of its inclusion is about matching student needs. The task force should be well aware of what our students' needs currently are. That range needs to be considered. It is there to foster inclusivity. ○ How would that be measured? <ul style="list-style-type: none"> ▪ Concern about how the task force can really implement an English expectation. ○ Will interpreters continue to be a resource available to NTID students? What impact should this have on an English and/or ASL expectation for promotion/tenure decisions? ○ Executive committee offered to add there was "split NFC support for the English proficiency" to the charge characteristics ● There was some discussion as to whether it might be more prudent for the TF to focus not specifically on a new metric (written English), but rather what is currently written in policy regarding spoken communication strategies and techniques <ul style="list-style-type: none"> ○ What does this mean and what is its role in tenure/promotion decisions? ○ How does it compare to ASL skills? ○ Do we want a measurement for spoken communication? Visual communication? ○ Some T/P committees currently ignore this component entirely, other committees inconsistently apply different types of evidence to support this expectation. It has also been observed that evidence has been applied differently between deaf faculty candidates vs. hearing faculty candidates. ○ Some attention, priority, measurement would only help clarify the expectation in this regard. ○ Should the TF benchmark with Gallaudet's current policy? ○ Some caution should be exercised by the TF regarding spoken communication given its history the original (1991) Communication TF ● There was general concern about how cumbersome a new communication portfolio might become for a faculty member preparing for tenure and/or promotion <ul style="list-style-type: none"> ○ The TF should confirm that the assessments are valid, reliable, and not overly burdensome to compile ● Committee constitution? Ideas for representation that were put forth: <ul style="list-style-type: none"> ○ ASLIE Faculty ○ A person from the NTID Center on Cognition and Language 	

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	<ul style="list-style-type: none"> ○ Support faculty with tutoring responsibilities ○ Individual with English background (if written English is considered) ○ Representative from Sharron Lott's office ○ Stakeholders (Pre-tenure, tenured, lecturer) ○ Research faculty (individual engaged with student research) ○ Administrator involved in T/P process or at least periodically involved in providing feedback to TF (Katie Schmitz) ○ Student advisory or focus group (feedback that provides the perspective without being involved directly in the policy development) 	
4. NTID community needs clarification on current expectations for communication	<p>NFC needs to send out email to community updating them on the current policies (hosted on our website). Let administration know we're doing that for two reasons:</p> <ul style="list-style-type: none"> ○ People are concerned who are going up for promotion ○ What admin is planning to do about it 	Executive committee will put together this email, notify administration, disseminate to community.
5. Next Meeting	<ul style="list-style-type: none"> ● Tuesday Jan 29, 12-1:30pm, Room-55-2102: 	