

NTID Faculty Congress NFC Meeting Minutes
September 15, 2020
12 – 1:30 pm via Zoom

Chair: Mark Rosica
Vice-Chair: Jessica Trussell
Communications Officer: Adriana Kulakowski

Attending: Jessica Trussell Mark Rosica, Adriana Kulakowski, Stephen Aldersley, Sandra Bradley, Catherine Clark, Bonnie Jacob, Luane Davis Haggerty, Patti Durr,

Marcus Holmes, Mark Jeremy, Edward Mineck

Notetaker: Adriana Kulakowski

Agenda Item	Discussion / Status	Action Items
1. Review Previous Meeting Minutes	<ul style="list-style-type: none"> ● Vote on September 1, 2020 Minutes: Motion: NFC Member Second: NFC Member Approve: Unanimous 	
2. Communication during NFC Meetings (via Zoom)	<ul style="list-style-type: none"> ● The goal during every NFC meeting is to have clear and understandable communication while using Zoom. We are continuously discussing important information and it is imperative that everyone understands what is being communicated during the meetings. 	
3. Current Business a. Diversity Anti-Racism Draft Plan	<ul style="list-style-type: none"> ● After soliciting feedback from NTID faculty regarding the NTID Antiracism and Social Justice Plan, we were able to collect 32 faculty responses from the Qualtrics survey. The recommendations below summarizes the faculty input mentioned in the survey: <ul style="list-style-type: none"> ○ Every item in the Plan was supported (“I support this action item”) by those faculty who participated in Qualtrics (N= ~32) with support ranging from 56% to 92%. ○ Several faculty felt that some of the new efforts outlined in the Plan could be handled by people in their present position instead of creating new positions. ○ The administration should identify which items will be prioritized and provide timelines for those to be accomplished . Some suggested identifying the top 5 to 10 items have the most significant impact or are most urgent. ○ Many felt the plan was simply too lengthy and ambitious. ○ In order to determine which action items become prioritized, have the administration work in concert with both RIT’s and NTID’s Department of Diversity and Inclusion. 	

	<ul style="list-style-type: none"> ○ Several faculty agreed that the items chosen should be evidence-based activities. Those activities should have a strong evaluation plan to determine their effectiveness within NTID's context. ○ College processes such as promotion and tenure should find a way to recognize individual faculty's efforts in this area, otherwise teaching and research may supersede efforts towards diversity and inclusion. ○ Faculty felt that opening tenure track positions, instead of lecturer track, might attract qualified ALANA candidates. Some expressed concern over the awkwardness of providing financial incentives to only ALANA faculty to pursuing terminal degrees. ○ Many faculty were not familiar with all the acronyms used throughout the Plan. More explanation would be helpful. ○ Faculty have varying degrees of understanding of the rationale and justification behind the numerous goals specified in the Plan. <p>A summary report detailing the information mentioned above will be given to Gerry Buckley by Friday, September 18, 2020 for his review.</p>	
Meeting was adjourned	1:34 pm	