

September 17, 2024 | 12:00 – 1:00PM

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### **In Attendance**

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Patrick Graham, Sandra Bradley, Brian Trager, Catherine Clark, Jim Fugate, Scot Atkins, Adrianna Smart, Troy Olivier, Annmarie Ross, Sandra Bradley, Erin Auble, Clayton Ide

Absent: Patrick Graham, Ann Marie Ross.

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### **Chair's Report – Patrick Graham**

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1. Approval of Agenda: Accepted
2. Communication Officer's report/approval of minutes
  - A. Minutes from the September 3, 2024 meeting approved with corrections.
3. Chair's Report- Brian Trager, Vice Chair on behalf of Patrick Graham, Chair
  - A. Bernard Hurwitz will attend the next NFC to discuss two items.
    1. ASL requirements for NTID staff positions.
    2. Faculty Salary concerns.
  - B. Coache survey- This will be discussed at the next Chairs' meeting and Brian will ask about how the results will be distributed to the departments and ask that Gary to please provide the results to the chairs.
  - C. There are plans for an NFC Town Hall meeting, pending Gerry Buckley's availability.
4. Department Report-in on Karen Maye's recommendation to establish policy to ban food from the NTID classrooms.
  - A. Business Studies- Department recommends keeping the existing policy as is, and will support banning tree nuts from the classrooms. Other than that, department does not support a complete ban.
  - B. Information and Computing Studies- We have a table for students in the middle of the rooms in which students may place food and drinks. Does not support a complete ban.
  - C. Engineering- Already have very strict requirements for food and drinks where computer equipment are housed.
  - D. Performing Arts- Prefer to leave the policy as is. Generally, the teacher decides on food/drinks in the classroom depending on the situation.
  - E. Communications Studies- Prefer to leave the policy as is.
  - F. Visual Communication Studies- Department voted to continue to leave this up to the teacher. There are some situations where we need to ban food (printer equipment, etc), but does not support a complete ban.
  - G. Liberal Studies- we are dealing with adults here and the department does not support a ban. Prefer to deal with the situations on a case by case basis.

- H. ASLIE- The department has a lot of flexibility with this and supports not having a ban as students may need to eat/drink because of scheduling requirements.
  - I. It is agreed that Karen Mayes be notified that the NFC does not support a ban on food and drinks in the classroom at this time. Special needs may be addressed through existing DSO accommodations process.
5. Job Title Change: Jessica La Sala is proposing changing the title of lecturer to Teaching Professor. This is up for discussion in the Faculty Senate.
  6. Workload Guidelines: Since we no longer have the Associate Dean for Research position (vacated by Matt Dye), Jessica has formed a committee to work on the scholarship portion of the NTID Workload Guidelines. The Committee is made up of all of the department chairs and headed by Andrea Zuchegno. The challenge is the differing scholarship requirements for the different disciplines at NTID. Most colleges have disciplines that are similar to one another within the colleges. NFC Suggestions for the committee:
    - A. Include people who actually are involved in research in the discussions. They know what is involved and the requirements for workload to meet the tenure guidelines.
    - B. Most of the research at NTID is related to pedagogy of the DHH and this area tends to be a niche research field with lower journal impact factors than more broadly defined research areas. So, we should NOT be focusing on high JIFs, but impact within their respective areas. More emphasis should be placed on quality of research and the inclusion of a robust peer review process.
    - C. RIT continues to raise the bar. The question is how can NTID raise the bar when it works with very narrow research areas.
  7. The Resource Allocation and Budgeting Committee (RABC) is a standing committee of the RIT Faculty Senate. They issued a report last Spring (it's on the FS website) that shows faculty compensation practices by colleges at RIT. Most of the colleges have defined compensation plans and sources for faculty data. The section for NTID shows that there is "no information" regarding compensation data. When NTID had a faculty salary committee almost 10 years ago, a series of recommendations were made, including the need to be transparent with the faculty salary process and to have regular updates from the NTID administrative team. At that time, CUPA data was used for the creation of the salaries. The RABC report does not reflect this anymore. We need to have a discussion with Gerry. Gary and Bernard about this process and in creating more transparency in the process.
  8. RIT Faculty Senate Update (email):
    - A. This update outlined four key issues:
      1. Faculty Salaries- there was a recent controversy regarding the use of metrics for COLA faculty and there's discussion among colleges regarding faculty salaries.
      2. Disability Services Office- the rollout of the new DSO Flex-plan has created a situation where teaching workload is impacted with the addition of completing long and complex forms.
      3. Workload- the faculty senate recognized the needs of teaching has changed since the pandemic. RIT is still using the general workload guidelines from 2011.
      4. There are issues with the Chair of Leadership/Administration.
  9. Action Items
    - A. Confirm Gerry's schedule for the NFC Town Hall.
    - B. Inform Karen Mayes that we will not change the policy as it relates to food and drinks in the classroom.
    - C. Confirm Bernard Hurwitz's presence at the next NFC Meeting.

D. Bring back updates related to the scholarship aspect of the workload guidelines for NTID Faculty.

10. New Business

A. None

11. Adjournment