
In Attendance

Present: Troy Olivier, Scot Atkins, Catherine Clark, Brian Trager, Adrianna Smart, Erin Auble, Jim Fugate

Guests: Bernard Hurwitz

Absent: Sandra Bradley, Patrick Graham, Annemarie Ross, Clayton Ide

Chair's Report – Patrick Graham

1. Approval of Agenda for meeting: Approved as written
2. Communication Officer's report/approval of minutes
 - A. No report.
 - B. October 29th minutes – addition of PJ's announcement at end of meeting (assessments). Hold vote until November 27th meeting
3. Chair's Report- None
4. Bernard Hurwitz- Discussion on ASL sign proficiency for Staff members at NTID.
 - A. Bernard discussed the different expectations for NTID faculty (Tenure Track position requires Advanced SLPI rating, Lecturer positions require Advanced SLPI rating at hire (they are required to use ASL to teach).
 - B. Staff positions have different expectations but are expected to communicate clearly with people at NTID. Those with more interactions with students and staff have higher SLPI requirements.
 - C. There had been a bonus program to encourage more people to learn ASL and this was cut in 2014 when we were required to budget cuts. This program was not really effective in increasing the number of people signing up for ASL classes.
 - D. If it were up to Bernard, he said he would require Sign Language proficiency of some level for all NTID staff, however he does not call the shots. The challenge is to figure out how to get people motivated to improve their signing skills. There have been several instances where staff members were on some sort of corrective action for not being willing to learn sign language.
 - E. Another consideration would be to also include being literate in deaf culture. ASL classes are offered to those direct reports who have deaf staff.
 - F. Bernard requests that any time that we see a posting related to ASL skills that is questionable to bring it to his attention.
5. Department Reports:
 - A. None
6. New Business
 - A. Brian: PJ raised the idea of having faculty/staff mental health day ideas. One department has a sunshine committee that meets once a month (Communication/Audiology). The idea of having a Holiday Potluck was discussed. Erin raised the point that there is already a Holiday Party for

faculty/staff planned for December 6th, which includes a holiday show and a reception in the Dyer Arts Gallery.

7. Action Items- None
8. Adjournment

Respectfully submitted,

Communications Officer, Scot Atkins