

**College of Journalism and Communications**  
**2023-2024 Faculty Welfare and Development Committee Year-end Report**

Committee representatives: Natalie Asorey (PR), Cynthia Barnett (JOU), Spiro Kiouis (Dean's office), Keisha Reynolds (Dean's office), Dan Windels (ADV, chair), Kun Xu (MPMT).

This report provides a summary of the Faculty Welfare and Development Committee's (FWDC) activities during the 2023-2024 academic year.

- Returned five FWDC members: On October 3, 2023, the FWDC met with all five members returning from the previous year. Those members included Natalie Asorey (PR), Cynthia Barnett (JOU), Dan Windels (ADV), and Kun Xu (MPMT) to the committee. Dan Windels (ADV) volunteered to continue being chair.
- Tenure & Promotion Workshop: The FWDC spent the majority of the Fall 2023 semester planning a T&P workshop. The workshop was broken into three panels covered a different part of the T&P process.
  - **Panel #1 – The Packet** – Conversation about how to construct your packet, led by CJC faculty who have recently gone through the T&P process.
  - **Panel #2 – The Process** – Learn about common questions asked by faculty during the T&P process, led by our human resources team.
  - **Panel #3 – The Policies** – Discussion on T&P policies at both the college and university level, led by a representative from the Dean's office.

FWDC recruited guest speakers from the CJC faculty to be on the three panels. We worked with HR to identify both tenure track faculty and lecturers who recently completed the T&P process.

Our guest speakers included the following:

- Panel #1 – Packet Discussion (12:10-12:40p) – Houston, Yu-Hao, Rita, Frank, Harrison
- Panel #2 – Process Discussion (12:40 – 1:00p) – Julia Seay, HR
- Panel #3 – Policy Discussion – (1:00-1:30p) – Spiro, Dean's office

The T&P workshop was held on Thursday, November 9<sup>th</sup>, from 12:00p – 1:30 pm in Weimer 3032. CJC provided box lunches for all those who attended. Attendance was sparse. The workshop was also recorded and posted online for those who could not attend in person.

<https://www.youtube.com/playlist?list=PL78WAw6qF6Z7bEiL45vwVu-yHrdheskbn>

The FWDC did not meet during Spring 2024 due to several scheduling conflicts.

Respectfully submitted by Dan Windels