

Minutes from the Faculty Welfare and Development Committee Meeting
Friday, January 20, 2023. 3:00 – 4:00 pm
via Zoom

Those present: Dan Windels (chair), Cynthia Barnett, Natalie Asorey, Kun Xu, Spiro Kiousis, Keisha Reynolds

Announcements/Updates:

New Committee Member:

- Welcomed Cynthia Barnett as a new committee member representing the Department of Journalism. Cynthia replaced Moni Basu.

Mentoring Document

- Reviewed existing mentoring documents from other UF colleges on campus and select examples from other universities.
- Recapped faculty feedback gathered last semester to existing CJC mentoring document. Feedback centered on the existing document being too long and too prescriptive in nature.

Wellness:

- Spiro shared initial details on a mindfulness workshop offered by UF HR.
- Cynthia shared initial details on a UF campus nature hike for faculty and staff. This hike would be led by someone from IFAS and would explore interesting native and exotic trees found on campus.

Allyship:

- FDWC has partnered with IDE Committee on this topic. Possible opportunity to expand this relationship.

Discussion Items:

- Committee agreed that the strongest mentoring documents focused more broadly on the importance/value of mentorship and less on specific tasks or required responsibilities.
- Committee discussed the evolution of CJC mentoring document, including the additional prescriptive details added to address previous faculty feedback that the mentoring document was not specific enough.
- Committee agree to draft a new version of the mentoring document that captures this collective learning. New document needs to work for both mentors and mentees. Tone of document should be encouraging and positive. Dan Windels agreed to write the first draft and share with committee at the next meeting.

- Spiro agreed to track down additional information on HR mindfulness workshop and share with committee at a future meeting.
- Cynthia agreed to find out additional information on UF nature hike and share with the committee at a future meeting. Committee discussed the need to limit the size of the group to make it both manageable and enjoyable for all participants. Discussed offering box lunch to all participants after hike.
- Natalie, as a joint member of the FWD and IDE committee, agreed to continue having conversations with IDE on future partnerships related to allyship.

The meeting ended at 4:00 pm. Minutes submitted by Dan Windels