

Minutes from the Faculty Welfare and Development Committee Meeting
Thursday, May 13, 2023. 3-4pm
via Zoom

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

FDWC 2022-23 - Proposed Areas of Focus

IMMEDIATE ACTION ITEM: Share proposed areas of focus below at next department meeting. Ask for input on these topics and for suggestions on other potential areas of focus.

PROPOSAL #1 – CJC MENTORING DOCUMENT

Background

- Document has been in development for at least three semesters
- Several rounds of revisions

Key Decisions

- Dean's office would like to make the finalization of this document a priority. Present for final approval at the end-of-semester CJC meeting

Action Items

- Dan W - Contact Frank Waddell (past FDWC chair) and request latest version of documents (request made)
- Send document to FDWC committee for review (waiting on document from Frank)
- Schedule FDWC meeting to discuss immediate next steps (TBD)

PROPOSAL #2 – TENURE & PROMOTION WORKSHOPS

Background

- CJC has historically brought in guest speakers for T&P (Chris Hass past two year)
- Look for more engaging ways to provide guidance for faculty

Key Decisions

- Dean's office suggested T&P Panel. Current tenured faculty can provide guidance on the tenure and promotion process.

Action Items

- Dan W - Look through CJC website for past T&P workshop notes and structures
- Schedule FDWC meeting to discuss immediate next steps (TBD)

PROPOSAL #3 – WELLNESS INFORMATION AND/OR WORKSHOP

Background

- CJC has fielded a survey to gauge wellness, stress, and work-life-balance among CJC faculty
- HR has held wellness sessions in the past
- CJC held a mindfulness retreat in 2018

Key Decisions

- Look for ways to measure and engage faculty on this topic
- Possible faculty workshop?

Action Items

- FDWC – Request access to past survey from HR (completed) Asked for quant data.
- FDWC – Review past FDWC committee notes on this topic (CJC website)

- Schedule FDWC meeting to discuss immediate next steps (TBD)

PROPOSAL #4 – ALLYSHIP EFFORTS (PARTNERSHIP WITH IDE COMMITTEE)

Background

- Partnership with IDE on this topic

Key Decisions

- Look for creative ways to work with IDE Committee.

Action Items

- Natalie – Share feedback from next IDE meeting on potential overlap areas
- Schedule FDWC meeting to discuss immediate next steps (TBD)

PROPOSAL #5 – HOW CAN FDWC 2022-23 EFFORTS AID WITH CJC RETENTION?