

Minutes from the Faculty Welfare and Development Committee Meeting
Thursday, October 20, 2022. 3:00 – 4:00 pm
via Zoom

Those present: Dan Windels (chair), Natalie Asorey, Kun Xu

Announcements/Updates:

Mentoring Document:

- Charged with finalizing the mentoring document that has been in development for several semesters. Document was obtained from Frank Waddell, previous FDWC Chair, and shared with current FDWC committee prior to this meeting.
- Researched CJC posted meeting minutes on mentoring document. Recapped document's history, which dates to early 2018. Document has gone through several iterations. Started small. Was expanded over time to address faculty concerns.

Tenure & Promotion:

- FDWC has historically scheduled a spring T&P event with an external guest speaker from UF administration to share advice/recommendations on the T&P process. Opportunity exists this year to restructure this event in ways that encourage more back-and-forth conversation. Possible structure could include a panel of CJC faculty who have gone through the T&P process.

Wellness:

- CJC has fielded a survey to gauge wellness, stress, and work-life balance among faculty. Wellness session have been scheduled in the past. This includes a wellness retreat in the fall of 2018.

Allyship:

- FDWC has partnered with IDE Committee on this topic. Opportunity to expand this relationship. Look for more creative ways to work with IDE Committee moving forward.

Discussion Items:

- The committee discussed the need to find a FDWC replacement for Moni Basu from the Department of Journalism. Moni will be departing UF at the end of the current

semester. Recommendation is that this replacement should be a tenured faculty member. This person can provide much needed input on the mentoring document and T&P event.

- The committee will research published mentoring documents from other colleges. Focus will be on UF approved documents first. If time permits, this research will extend to other universities. The committee will reach out to the past FDWC chair to get additional historic input on the development of the existing mentoring document.
- All committee members will solicit faculty input on the current mentoring document at their respective department meetings. Dan will check with Moni Basu to gauge her availability to solicit this feedback from journalism before she leaves UF.
- Natalie Asorey will serve as the point of contact between the FDWC and IDE Committees since she is a current member of both. This will help facilitate communication between the groups.
- Dan Windels will reach out to Keisha Reynolds to track down past faculty surveys on wellness, stress, and work life balance.
- The committee will meet early in the Spring 2023 semester to plan the T&P event with faculty.

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