

Minutes from the Faculty Welfare and Development Committee Meeting
Tuesday, September 26, 2023. 10:30a – 11:30a
via Zoom

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

Announcements/Updates:

New Committee Member:

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

2022-23 FWDC Recap:

- Reviewed FWDC priorities and accomplishments from the previous year.
- Accomplishments included:
 - CJC Mentoring Document approved.
 - CJC Faculty/Staff Wellness Walk exploring unique UF campus trees. Walk led by Michael Andreu, Associate Professor in Forest Systems at IFAS.
 - CJC Introduction to Mindfulness Seminar led by Angie Brown, Director of UFHR Communications and Worklife.
- Discussed ongoing items that will carry over into 2023-24
 - Expanded relationship/allyship with IDE Committee
 - Tenure & Promotion workshops

Discussion Items:

Expanded Relationship with IDE Committee

- Natalie is no longer on committee but offered to facilitate connection between FWDC and IDE.

Tenure & Promotions

- Spiro recommended this as a priority item for committee this year. Numerous faculty went through T&P process last year and can share what they learned.
- Committee discussed how to frame T&P workshops so they provide the most value.
 - Share examples of previous T&P packets from both tenure-track faculty and lecturers.
 - Provide guidance for tenure-track faculty on how to contextualize the impact of their research in their T&P packet.
 - Focus on T&P process being manageable – Share recommendations on how to leverage existing documentation such as 3rd Year Review and Digital Measures to help complete T&P packet.
 - Share best practices – Keisha suggested that since Julie Seay works with T&P faculty every year, she could develop a FAQ based on common questions/concerns of faculty. Committee agreed.

- Spiro recommended focusing on the 3 P's - packet, process, and policy (i.e., standards & criteria). Agreement from committee. Potential guest speakers on these three topic areas could include:
 - Packet – Faculty who have recently gone through T&P
 - Process – Julie Seay
 - Policy – Spiro and/or department chairs

CJC Legends Award:

- FWDC welcomed Andy Selepak to meeting to share details on his proposal for a new CJC Legends Award. CJC Legends seeks to honor CJC faculty and staff who have retired or left the College, and who have made significant contributions to the College, students, or their field.
 - Rationale for idea - We honor deans, alumni, and sports ring of honor. We should honor faculty, staff, and administration as well.
- Discussion:
 - Asked if this can this be connected to new CJC Sports Ring of Honor.
 - Questions about budget and timing given CJC approval process.

Action Items:

- Keisha will reach out to Julie Seay about T&P FAQ
- FWDC committee agreed to review CJC Legends proposal and discuss further at next meeting.

FDWC agreed to meet on Tuesday, 10/3 at 10:30 am.
Motion and second to end meeting.

The meeting ended at 10:30 am. Minutes submitted by Dan Windels