

**Date:** April 17, 2017

**From:** Michael Leslie, CJC Faculty Welfare and Development Committee Chair

**To:** Deanna Pelfrey, CJC Faculty Senate Chair

**Re:** Faculty Welfare and Development Committee Annual Report

Over the past two years, the members of this committee have been involved at various stages in the college-wide discussions related to improving diversity and inclusion, including direct interactions with the 2020 Task force and our college deans regarding recruitment, promotion and retention.

Another thrust of our committee has been to advocate for more racial diversity and inclusiveness in the hiring of new faculty. We have encouraged members of college Faculty Senate to advocate for this in their individual departments.

Last year, we held a workshop for all faculty in the CJC on retention and mentoring, facilitated by Dean Thomasenia Adams from the School of Education. It was sparsely attended, but the information presented was archived for faculty use and consultation.

This year, the Faculty Senate and the Faculty Welfare and Development Committee hosted a second discussion on faculty mentoring, inclusion and diversity. The event took place on Wednesday, March 29, from 11:45 to 1:40 p.m., in Weimer 3032. Lunch was served and followed by a panel discussion that began at 12:15 pm.

The featured panelists were UF Law School Dean Laura Rosenbury, and CJC Visiting Lecturer and former UF Director of Multicultural Affairs, Dr. Lloren A. Foster. The session examined mentoring for both one's career- and life- for the long-term; structural impediments to minority and female hiring, retention and promotion, and strategies for implementing substantive change in our hiring, retention and promotion outcomes and practices. The discussion was moderated by Dr. Michael Leslie, chair of the CJC Faculty Welfare and Development Committee and Associate Professor of Telecommunication in the CJC.

More than 50 CJC faculty members and graduate students attended the event and participated in the Q and A session with Dean Rosenbury and Dr. Foster, demonstrating the timeliness and relevance of the topic to our college's stated commitment and efforts to create and more inclusive and diverse CJC.