

**MINUTES**  
**Thursday, April 15, 2021, 2:30-3:30 p.m.**  
**Meeting of the CJC Faculty Senate**

Attending: Mary Ann Ferguson, Cynthia Barnett, Kim Walsh-Childers, Iman Zawahry, Churchill Roberts, Huan Chen, Carla Fisher, Frank Waddell, Julia Seay, Keisha Reynolds, James Babanikos, Mira Lowe, Matt Sheehan, Bob Hughes, Sue Wagner, Herb Lowe, Lyndsey Harris, Patrick Ford, Spiro Kiousis

Walsh-Childers called the meeting to order at 2:34. The minutes of the April 1, 2021, meeting were approved unanimously, with Ferguson moving approval and Chen seconding.

Wanta did not attend, so there was no update on promotion guidelines for non-tenure-track faculty.

Waddell thanked everyone for the feedback the Faculty Development and Welfare committee has received on the proposed update to the college mentoring policy. Several members of the committee have attended a university training program on mentoring, and Waddell said UF is making a strong push to increase and improve mentoring. Kiousis said department chairs already should be considering faculty members' mentoring assignments when making assignments for other service. The university is signalling that mentoring is valued.

Reynolds and Seay presented information about how the college's human resources department is supporting the college. Every job posting includes a diversity/inclusivity statement to send the message that people of all backgrounds are welcome at CJC. HR also has initiated a "CJC Buddy" program to provide each new staff or faculty member with an individual who can offer informal but helpful information, which may include college-related information but also lifestyle information for the area. In addition, HR has created a CJC Resources Hub and is publicizing reporting procedures to make sure everyone knows who to speak with about a concern or problem. The department is also now planning an "off-boarding" procedure to encourage former employees to be "ambassadors for the CJC." In Fall 2021, HR will offer new training for hiring supervisors.

Last year, HR conducted a survey inviting faculty and staff within a year of being hired to talk about their experiences. Many expressed concerns that UF was not handling the COVID-19 pandemic well and that staff felt overloaded.

Babanikos noted that UF encourages members of the university-wide academic personnel boards not to consider peer evaluations of teaching. For this and other reasons, the Curriculum & Teaching committee has been discussing whether there are better ways to assess and improve faculty members' teaching.

Babanikos discussed this idea with the Faculty Development & Welfare committee, and FDW members agreed that it would make more sense to focus these peer-to-peer sessions on mentoring, rather than evaluating.

Walsh-Childers reported that she will ask during the Spring all-faculty meeting for volunteers to serve on a committee to investigate options for changing the titles assigned to non-tenure-track faculty; many of these faculty have expressed a dislike of the term "lecturer." Herb Lowe noted that some of these concerns cannot be solved by changing a title; he volunteered to chair a committee to investigate both the possibility of title changes and other ways of improving recognition of non-tenure-track faculty accomplishments.

In action items, the Senate elected Walsh-Childers to serve as 2021-2022 Senate chair.

Chen moved to adjourn; Barnett seconded. The meeting was adjourned at 3:30.