

CJC Faculty Senate Meeting
Agenda for October 14, 2022

Zoom meeting link: <https://ufl.zoom.us/j/97388719129>

Attending: Bradberry, Fisher, Hernandez, Kember (invited chair-Technology), Kiouis, Morton (presiding), Nall, Roberts, Sheehan (invited co-chair-IDE), Vasquez (invited co-chair-IDE), Wagner (visiting), Zawahry

Morton called that meeting to order at 9:33 AM. Morton deferred approval of minutes from the 9/16 meeting until the next meeting because the minutes were not prepared.

Committee chair reports

Morton welcomed the committee chairs from the IDE Committee and Technology Committees. Morton repeated that the purpose of the invitations was to build stronger communication between the Senate and the CJC committees.

IDE Report:

Sheehan and Vazquez were co-chairs of the Inclusion, Diversity, and Equity committee. They noted the committee meets monthly. Sheehan noted that the business of the committee has been dedicated to analyzing and making recommendations on the annual work climate questionnaire. The committee is also working closely to align with the College's strategic plan as it relates to retention, recruitment, and the college culture. Sheehan also noted that the committee work will align with grant funding awarded to principal investigators J. Hernandez and A. Searight to explore opportunities to prototype social norming approaches to building cultures of allyship programs. Their activities will include literature review and surveys to develop turnkey resources for CJC and for units campuswide. Sheehan noted smaller committee items arise in discussion or as an outcome of Hernandez's role as the campus diversity liaison.

Vasquez added that the committee is trying to determine where IDE informs activities in the college and how it can help inform and guide the process as much as possible given the increasing importance of IDE across the University. Vasques also noted that Staff Council, as an outcropping of equity, is looking at staff emeritus status and the ability to evaluate their direct reports.

Bradberry suggested that the Senate coordinate with the Staff Council to look at administrator evaluation together.

Morton asked the co-chairs to reach out to the CJC Senate for any assistance. She also suggested that the IDE committee consider sharing data at the end-of-semester Senate-called faculty meeting.

Technology Committee report:

Kember provided information about the goals of the Technology Committee this academic year. The committee had plans to meet with Kiousis later in the month to define roles. Kember notes that last year's focus was dedicated to classroom tech support and collaborating with the University on the CJC classrooms for which UF technology was responsible.

Roberts asked for clarification about who controls emails. His concern was related to the interface between the Technology Committee and the University making decisions about what emails would be deleted. Kiousis noted that our Tech group is responsible for our email, so coordinating with it is necessary. Morton suggested that it may be worth reminding faculty of putting a "Do not delete" folder in place to prevent deletion of archived email. Kember noted the concerns to review with the committee.

CJC Strategic Planning

Kiousis introduced the rollout of the initial draft of the strategic plan following task force charge. The key areas of focus for the first stage of plan draft were retention, recruitment, and placement. Kiousis led the subgroup focused on retention that could be put in the overall strategic plan. He presented a spreadsheet and explained the process for draft development.

Nall asked if staff and students will be addressed as part of the document. Kiousis noted that they would. He also asked if consideration would be given to translating visiting lecturers to permanent faculty. Kiousis agreed that the strategy Nall discussion is part of the justification for adding visiting lecturers as a line item to the plan.

Morton noted that the objectives should be expressed more clearly to communicate outcomes. She also asked for clarification about the time frame presented on the grid.

Hernandez agreed with the suggest to clarify the presentation of metrics expressed in the objectives. Bradbery suggested that looking at the search committee process, including the process for evaluation, could be helpful to the process.

Nall noted that he assumed a narrative would accompany the document and suggested that for the plan to be useful, the subcommittee might consider detailing how recruiting happens and what strategies are used.

Senate-administered administrator assessment protocol

Bradbery gave a brief overview of how evaluations were done and the results presented in the spring 2022. The senate charged Bradbery with finding out more about the Warrington COB. She concluded that CJC's process was more transparent and participatory. She suggested that the Senate base its recommendation on the list of

options that should be discussed and considered as part of the conversation. This discussion will be added to the agenda for the next meeting.

Morton reminded the group that next year is the timeline for the three-year assessment of administrators.

Nall suggested looking at options that allow the faculty to look at data by department or other variables. Morton agreed to add the ongoing conversation to the agenda.

Adjourn

Nall made a motion to adjourn. Bradbery seconded. The meeting adjourned at 10:35AM.