

**University of Florida**  
**College of Journalism and Communications**  
**2017-2018 Faculty Welfare and Development Committee**  
**Fall 2017 Report**

**Committee Members:** Deanna Pelfrey, Chair  
Michael Leslie  
Frank Waddell  
Huan Chen  
Wantanisha Morant  
Spiro Kiouisis

**The Faculty Development and Welfare Committee** met twice this semester:

**Wednesday, 8 November 2017 Meeting**

After some discussion, the committee members agreed to develop and host a CJC Tenure and Promotion Workshop. Michael Leslie agreed to lead this effort.

The committee discussed following up on the mentoring panel discussion staged last year on 29 March 2017 with UF Law School Dean Laura Rosenbury and Lloren Foster. The committee reached consensus to learn more about the current CJC mentoring program developed some time ago and to explore other mentoring programs. Committee members requested we discuss this topic further at our next meeting.

**Wednesday, 29 November 2017 Meeting**

The CJC Faculty Tenure and Promotion Lunch and Workshop is planned and scheduled, as follows:

“Understanding Faculty Evaluation”

Wednesday, 17 January 2017 - 11:45 am to 1:30 pm

3032 Weimer Hall

(see attached agenda for this workshop)

NOTE: The committee recommends that an invitation be extended to all faculty and all graduate students to participate.

Mary Ann Ferguson was a guest at the committee meeting to provide background regarding mentoring for UF faculty. She shared that mentoring began as a mandate from the Tigert Hall administration. There was some discussion about how the process has worked over the years at the CJC. Consensus was reached that the committee move forward with examining the current CJC mentoring program, reviewing how other UF colleges (such as, the College of Medicine and the College of Education) approach mentoring, identifying other universities/institutions who are effectively handling mentoring and exploring how to best approach mentoring in an evolving academic environment.

Several other topics were mentioned as possible agenda items for the committee during next semester. These priorities will be discussed at the next committee meeting.

**University of Florida  
College of Journalism and Communications  
2017-2018 Faculty Welfare and Development Committee  
Spring 2018 Report**

**The Faculty Welfare and Development Committee** met three times this semester.

**Wednesday, 31 January 2018 Meeting**

The committee reviewed the success of the CJC Faculty Tenure and Promotion Lunch and Workshop:

“Understanding Faculty Evaluation”

Wednesday, 17 January 2017 - 11:45 am to 1:30 pm

3032 Weimer Hall

Also, the committee addressed concerns expressed in December regarding the well-being of CJC faculty and graduate students as well as our undergraduate students. That earlier discussion led to a suggestion to explore a topic for the Faculty Fall Retreat 2018 - a topic with applications both individually and academically. With this in mind, the committee invited Dr. Lisa Napora via Zoom to share her research experience in Mindfulness and Health as well as her three-year effort in spearheading a conference at SUNY - Buffalo and on-going initiatives throughout the SUNY system.

The FWD Committee also discussed the CJC Mentoring/Sponsorship Program as a follow up to Dr. Ferguson’s visit in December. It was agreed that we should examine existing mentoring/sponsorship programs at peer institutions and discuss at future meetings.

**Wednesday, 28 February 2018 Meeting**

The FWD Committee further discussed the Faculty Fall Retreat 2018 and the need to identify the availability of UF leaders and programs related to Mindfulness. Consideration was focused on resources for both the Faculty Retreat and follow-up beyond the retreat.

Some research was done related to the CJC Mentoring/Sponsorship Program; information from UF Law School Dean Laura Rosenbury was received and it was noted that additional research was needed both on and off campus to identify potential model programs. Once completed and considered the committee would begin to make any recommendations about the CJC mentoring program last reviewed in April 2007.

**Wednesday, 4 April 2018 Meeting**

After exploration of resources at UF, the FWD Committee recommended securing a proposal for Dr. Napora to lead the Faculty Fall Retreat 2018; further, the committee would identify follow-up resources and programs at UF to have available to faculty after the retreat.

It was determined that the Mentoring/Sponsorship research and program development recommendations be addressed by the FWD Committee in Fall Semester 2018.

Respectfully submitted,  
Deanna K. W. Pelfrey, APR, Fellow PRSA  
Chair - CJC Faculty Welfare and Development Committee