

**MINUTES**  
**Thursday, November 19, 2020, 3-3:50 p.m.**  
**Meeting of the CJC Faculty Senate**  
Via [Zoom](#)

Attending: Churchill Roberts, Iman Zawahry, Mary Ann Ferguson, Carma Bylund, Huan Chen, Carla Fisher, Cynthia Barnett, Kim Walsh-Childers, Spiro Kiouisis, Frank Waddell, Sue Wagner, Mickey Nall, Diane McFarlin, Kim Holloway.

Walsh-Childers called the meeting to order at 3:03 p.m. Roberts moved approval of the Nov. 5, 2020, meeting minutes; Chen seconded. The minutes were approved unanimously.

Walsh-Childers noted that the Senate-called end-of-semester faculty meeting will be Friday, Dec. 11, 10-11 a.m.

Waddell, chair of the Faculty Development and Welfare committee, reported that the committee is working on finalizing a revised policy; the revision began under the committee's previous chair, Eric Esterline. In making revisions, FDW examined policies from other colleges at UF and from communications programs from other universities to identify best practices. The primary goal is to formalize the process and make it more inclusive. One issue that has not yet been determined is how flexible the policy should be and whether each department should be able to alter it to fit that department's needs. Other issues relate to having mentors assigned in a timely manner, the mentoring role of department chairs and how the mentoring policy will be administered.

Bylund noted that the nominations subcommittee needs additional members from the journalism and telecommunication departments. The subcommittee now will be Bylund, Fisher, Kiouisis, Zawahry and Walsh-Childers.

Walsh-Childers presented a preview of the report UF's Human Resources representative, Courtney Moon, had prepared on the administrator evaluations. Senators expressed general disappointment at the lack of information in the report and noted that because the evaluation ratings for all administrators are presented together, the report provides little useful information for decision-making. Walsh-Childers will report this response to Moon and ask for more detailed information to be included in the report to faculty. Ferguson asked why the results of these evaluations would not be considered public record, just as faculty members' teaching evaluations are considered public record.

Walsh-Childers reported that some CJC staff members have asked about when and how staff might have the opportunity to participate in similar evaluations of their supervisors. At one time, UF periodically conducted such evaluations as "campus climate surveys;" Roberts noted that this survey has been discontinued.

Roberts noted that United Faculty of Florida would be holding a grievance hearing Nov. 20 to discuss UF's insistence on a return to face-to-face teaching in the spring term. The majority of faculty requests to be excused from face-to-face teaching have been denied. Kiousis noted that the majority of CJC classrooms will be converted to enable "Hyflex" teaching and that UF will provide additional protective equipment, including face shields, for faculty who want them. However, the individual colleges' human resources departments have no say in whether faculty are excused from face-to-face teaching; the decision is up to UF's ADA (Americans with Disabilities Act) compliance office.

Ferguson moved to adjourn; Roberts seconded. The meeting was adjourned at 4:12 p.m.

Respectfully submitted: *Kim Walsh-Childers*