

Minutes
Thursday, October 15, 2020
Meeting of the CJC Faculty Senate
Via [Zoom](#)

Attending: Kim Walsh-Childers, Cynthia Barnett, Huan Chen, Carla Fisher, Mary Ann Ferguson, Carma Bylund, Churchill Roberts, Iman Zawahry, Spiro Kiouisis, Joanna Hernandez, Keisha Reynolds, Matt Sheehan, Yu-Hao Lee, Patrick Ford

Walsh-Childers called the meeting to order at 3:02 p.m. Roberts moved approval of the minutes of the Sept. 30, 2020, called meeting. Oct. 1, 2020, meeting; Barnett seconded. Senators unanimously approved the minutes. Zawahry moved approval of the minutes of the Oct. 1, 2020, meeting; Ferguson seconded. Senators unanimously approved the minutes.

Sheehan reported on his work with Hernandez and Reynolds to follow up on the fall retreat discussions. The three have been meeting every week to develop action recommendations based on the “how might we” statements faculty and staff had suggested. He noted that, at the Sept. 6 town hall, they had called for volunteers to assist with this work, but no one actually followed through with assistance. All documents related to the group’s work can be accessed at <https://www.jou.ufl.edu/2020retreat-hmw/>.

Sheehan noted that the group already has begun work on some of the recommendations, including creating a Canvas repository in which faculty and staff can share resources relevant to inclusion, diversity and equity. Reynolds and others are working on a holistic review of recruitment processes. In addition, CJC already has introduced a reporting process that will address calls for greater transparency and opportunities for faculty and staff to have a voice in decision-making.

The group discussed a variety of options for providing staff with representation in shared governance. Sheehan noted that, based on staff and faculty discussions, there is widely shared agreement that staff should have a role in shared governance. Possibilities include adding two staff members to the Senate and setting up a separate staff council. Kiouisis noted that the College of Health and

Human Performance has a staff council, which meets regularly with the HHP dean.

Sheehan noted that feedback from faculty and staff indicates that many faculty and staff are interested in having discussions about what role the CJC should play in broader societal changes and whether the CJC can become a leader in helping to define what is normal and acceptable in our industries. Moving this discussion forward might be a task for the Senate and might include developing a public values statement, similar to one used by UF's College of the Arts, that could be shared in hiring venues.

The retreat work group also offered a number of recommendations for "how might we" statements that could be addressed by the Tenure and Promotion, Curriculum and Teaching, and Faculty Development and Welfare committees. Ferguson moved to empower the retreat work group to forward these recommendations to the relevant committees; Chen seconded. Senators unanimously approved the motion. Walsh-Childers noted that the Senate subcommittee reviewing the constitution should develop a recommendation about whether to include staff in the Senate or to create a separate staff council; the retreat work group will work with the subcommittee.

Reynolds noted that people already have begun using the Report Your Way mechanism set up in response to the retreat discussions. When a report comes in, she works with the department chair or relevant supervisor to develop solutions; this approach is working so far.

The Senate began a discussion of the dean search process. However, because the preceding discussions already had taken us past 4 p.m., senators decided to suspend this discussion until the next meeting. Walsh-Childers will put this item at the top of the agenda for the Nov. 5 meeting.

Ferguson moved to adjourn; Roberts seconded. Senators unanimously voted to adjourn.