

Minutes from the Faculty Welfare and Development Committee Meeting

Friday, December 13, 2024 | 10:00 am – 11:00 am

Those present: Robert Judin (chair), Spiro Kiouisis, Steve Russell, Ryan Hunt, Won Ki Moon

Scheduled Agenda:

- Approval of Minutes from Nov. 8, 2024 meeting
- Qualtrics survey for departmental feedback
 - Robert to send out approved survey for feedback
- T&P Workshop Planning
 - What should focus be? Mid-term review? Going up for T&P?
 - Spiro's office, in mid January, will host an informal meeting on post-tenure review.
 - Past workshops have not been "well intended." With something of this magnitude, how do we generate more participation? How do we incentivize or encourage them to show up to talk about their future?
 - Is it "just one more thing" that the faculty have to do? Should it be at the retreat or at the end-of-the-year meeting?
 - Does it matter upon whom is up for T&P?
 - Takes about a month to plan. Schedule right before or right after spring break because people are usually winding down around then.
 - Should be a Zoom option.
 - Should we create videos or a course to be evergreen for faculty? Could potentially record or archive.
 - Can create a one-sheet document that has a QR code to link to something more digestible. Video on the QR code link can be updated as changes to T&P occur.
 - For this spring, focus on mid-term review.
 - Process varies. Spiro to submit different approaches.
 - Panelists of HR (Julia) and others who have gone through the process.
 - April 2nd set as tentative date for T&P mid-term review workshop.
- Spring Event Ideas
 - Kid-friendly events would be great (family friendly).
 - Hard to do things after hours on week days.
 - Research Fridays as inspiration. Maybe Friday morning activities.

- Informal events like the chili cookoff ... potluck dishes when weather is better might be great. Food being involved is key.
- Set up at a public park. Kanapaha Park. Field day with a potluck as a Weimer Olympics.
 - Kickball
 - Some competitive activities
 - Everyone brings a dish
 - Tentative date of April 19th.

Announcements/Updates:

- N/A

Discussion Items:

- Tenure & Promotion

Action Items:

- Rob to create one-sheeter for T&P
- Spiro to send past T&P workshop processes
- Rob to email Harrison regarding Steve's retirement and a new INC representative