

UAF Faculty Development, Assessment and Improvement Committee

Mike Castellini, Bernie Coakl  
Fabbri, Andrea Ferrante, Kelly Houlto  
Mamoon, Franz Meyer, Joy Morrison,  
Excused: Gerri Brightwell, Brian Him  
III. News on Electronic Course Assess  
Andrea reported that the ECAI Comm  
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Franz started the discussion by saying that in the current economic climate where there are fewer people doing more work, mentoring can fall by the wayside. Our committee has been charged with coming up with ideas regarding incentivization: is it needed, and if so, what is the best way to do it?

Franz noted four components to mentoring programs: 1) pairing mentors and mentees – which is mainly done by assignment through directors or deans; 2) training for both mentors and mentees – how much is being offered at UAF needs to be determined; 3) tracking mentoring activities – should tracking be recommended? If so, care should be taken to not put a burden on the mentoring process; and 4) Incentivizing mentors, mentees, and (potentially) Deans – what incentives are most effective?

Joy explained that she ensures that every new faculty member has a mentor. She conducts an initial introduction to mentors and mentees including training in the main components of UAF's mentoring program. She also revisits mentees in their second semester to hear how the mentoring process is working. She suggested surveying third- and fourth-year faculty to find out what they think about their mentoring experience. After some discussion it was agreed upon and Joy volunteered to draft a survey on the status of the mentoring program for FDAI to consider.

It was noted and discussed that ultimately deans and directors must buy in to mentoring and support it if it is to be successful. Franz explained that Dean Layer says he chooses the best faculty to be mentors and they already have overloaded workloads, therefore offering one workload credit for mentors may not always be an effective incentive.

Tracking mentoring activity was discussed at some length with Franz reiterating that if we are to suggest it, it must not be a burden to mentors or their mentees. Joy wondered if it would be possible to add a section in Faculty 180 where faculty could address their mentoring activities.

Mike noted that the third year in a faculty member's career is when the doubts start to creep in and faculty request mentoring help, so it might be effective to target this group as well as new faculty. He also suggested that deans request help in pairing mentors with their mentees by asking people in their departments to suggest possible pairings.

## VII. Other Business

a. Introduction to the Quality Matters program and UAF's involvement (please take a look at <https://www.qualitymatters.org/higher-education-program> in preparation)

This was tabled due to lack of time. Franz requested that we all read through the notes on mentoring that he emailed to the committee and provide comments and suggestions.

## VIII. Upcoming events

- a. Next FDAI meeting: Tuesday, 03/08/16, 10-11 am in Bunnell 222  
(also: Tuesday, 04/05/16 and Tuesday, 05/03/16, same time/place)
- b. Next admin committee meeting: 02/26/16

