



Overall outcomes from surveys: faculty impressions were generally positive, but program needs more instruction, needs to be more official and needs more administrative (Deans) buy-in. Joy will put overall analysis of results in writing for Franz.

Joy sent out a memo re: mentoring program suggestions to Deans and Directors ([attached](#)).

Joy came back from with a lot of interesting information from mentoring conference and has raised funds to bring Aida Egues to present and speak at UAF for two days. Tentatively March 2 & 3.

Joy is continuing to investigate bringing in further speakers to support and improve the mentoring program.

Franz notes that mentoring isn't mentioned anywhere in Faculty 180. Could mentoring work be added as a discrete category/section to Faculty 180, a reminder or a drop-down or in some way added to Service? This could include all mentoring activities.

If mentoring isn't included as workload unit(s), participation and engagement will be limited. Joy's memo includes language recommended including mentoring as a unit of service or other incentives. Some Dean's agree, some do not. Franz notes that some faculty are themselves not interested in adding units to already overloaded workload.

Andrea asks about allowing a place for graduate assistants to provide feedback about the mentoring they are receiving from him (for example, his lab graduate students). Multiple questions: would graduate students evaluating their mentors be perceived as a threat? How could the wide range of ways that faculty work with grad students [from fieldwork to creative writing] and their outputs be accommodated in a uniform process that is part of the workload? Concerns about being evaluated on an activity that isn't uniformly and consistently represented on workloads and how, given the varying number of students and processes, it can be equitably included (what is the expectation for this kind of mentoring whose composition isn't explicitly recognized?). Mike: will talk with G A A C .

[Franz is adding topic re: definition of mentoring, ec. to agenda for next meeting.]

Joy considering author mentoring guide similar to University of Michigan Rackham Graduate School: <http://www.rackham.umich.edu/downloads/publications/Fmentoring.pdf>

Joy: perhaps we could talk with the union about changing the design of workloads. The long timeline for creating workloads, particularly how early they are created, is problematic as well. The

union tends to push for more general/abstract workloads but schools/colleges (and faculty) can push for more detailed documents. This is a constant tension. The basic message should be that workloads are a flexible document, and many faculty and admin understand that, but it would be a win to promote that flexibility. Reminder that there is an opportunity to explain differences between workload and activities in the annual activities report.

Joy notes that some new faculty are resistant to mentoring and feel they don't need it but often regret that later. It follows that initiative shouldn't be on the mentee who might feel that asking for "help" (guidance) is a weakness. Mingchu wonders what the measures are for successful mentoring?

## **vt pun L I u**

Next Admin Committee meeting: 11/28/16

Next Faculty Senate meeting: 12/05/16

Next FDAI meeting: 12/06/16

## **I I pun Uv I y w s**

Please add your name here when you've made edits and approve of these minutes. Document will be closed one week before next meeting.

Chris Lott