

USA Faculty Senate

Academic Development & Faculty Mentoring Committee

Final Report to the Faculty Senate

April 19, 2006

2005-2006 Members

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This past academic year, the members of the Faculty Senate Academic and Mentoring Committee worked on a reorganization plan to restructure the committee's name and structure so that the committee functions similar to other Senate Standing Committees. Established in the fall of 2002, the Mentoring Committee has administered a mentoring program by which new faculty were paired with senior faculty. Feedback from senior and new faculty was generally good about the mentoring program. However, participation during the 2004-2005 academic year included only eight new faculty members. One of this year's committee goals was to meet and survey the Senior Vice-President, Deans, and Department Chairs concerning awareness, feedback, and direction for the faculty-mentoring program. From these meetings, it was suggested that faculty mentoring would better function when organized and administered by each College Dean and delivered at the Departmental level. The Deans expressed concern about duplication and stated that each College already conducted both formal and informal faculty mentoring.

Following these discussions, the members of the committee agreed that the committee should no longer administer the faculty mentoring program. The committee also agreed that emphasis should be placed on supporting Faculty development and mentoring, and working to influence policy across the University. After presentation and discussion with the Senate, the Faculty Senate membership unanimously approved changing the committee's name and function. The changes will be reflected on the Faculty Senate Homepage and in the 2006-2007 Faculty Handbook.

Name Changed from:

Academic Development and Mentoring Program Committee

to

Academic Development and Faculty Mentoring Committee

Description of Committee Function changed from:

This Committee will coordinate the Senate mentoring program for new faculty. It will recommend policies for the mentoring program, identify and recruit faculty mentors, and establish operating procedures. The Committee will also represent faculty in matters related to academic development at the university level (*Faculty Handbook*, Article 1, Section 4B6, Chap.2, pg. 38).

to

This Committee will represent the Faculty in matters related to academic development and faculty mentoring at the university level. It will function to advance the mission of the Faculty Senate by providing collaborative planning and consultation on matters as they relate to the teaching, research, and service activities of the faculty; to provide input into University policy concerning academic development and faculty mentoring; and assess policy, approaches to, and delivery of Faculty mentoring within the University.

Goals to consider for 2006-2007

1. Evaluate mentoring effectiveness by developing and conducting a survey of new faculty on their mentoring experiences.
2. Encourage University initiatives to enhance faculty mentoring and academic development.
3. Represent the faculty on policy issues relevant to academic matters related to teaching, research, and service.