

Mentoring for Research Staff

(Midlands Hub Good Practice Takeaway for Staff Supporting Research Staff)

Creating effective mentoring schemes can be challenging, but the rewards significant. Successful schemes offer opportunities for both mentors and mentees to explore a different perspective and make lasting and valuable personal networks which can influence and shape an individual's career.

This workshop aims to encourage discussion of what makes for a good mentoring scheme and will look at some of the practicalities, by introducing a case study of a scheme piloted at Oxford University in 2007/8, funded by The Centre for Excellence in Preparing for Academic Practice (CETL) called *Career Accelerator Academic Mentoring*. The scheme was designed for aspiring academics, creating opportunities to explore different research environments and the different skill sets that might be expected by other academic institutions. It achieved this by linking doctoral students and postdoctoral researchers (as mentees) with Oxford alumni working in a different UK university (as academic mentors).

Using a case study example, the session will cover:

- approaches to recruitment for mentoring schemes
- learning outcomes for both participants and the scheme organisers
- evaluation and potential impact of a mentoring scheme
- next steps and sustainability mentoring schemes
- sharing good practice, discussion of the transferability into other environments or sectors

Format

Presentation and discussion

Outcomes

Participants will have encountered good practice in initiating a mentoring scheme, shared their own experiences and explored the transferability of the case study presented into different environments.