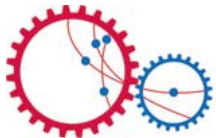


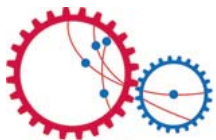
Why everybody needs a mentor

*Marie Kane
Mentoring Project Officer
Scottish Resourc Centre
Edinburgh Napier University*



Aims of Session

- 1 To connect mentoring with your experience as part-time researchers**
- 2 To provide an overview of mentoring and the work we do in this field in the Scottish Resource Centre**
- 3 To consider some of the skills and qualities required in mentoring**
- 4 To provide an experience of mentoring and being mentored**
- 5 To encourage you to think proactively about creating a mentoring experience for yourself**



What is it like being a postgraduate researcher?

“The most frequently voiced summary of their lives as part-time researchers was that there were extreme highs and extreme lows.

‘Sometimes great. I’m very enthusiastic about my subject and it is such a privilege and feels so self-indulgent. Sometimes - more often - it is a great burden and I feel very guilty about spending time on this when there is so many pressures on my time.’

It is heartening that, while the group of respondents reported that there were very low points, they were keen to let us know that there were also extreme highs. An equal number of respondents related only to one extreme or the other.

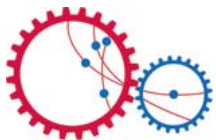
Among those participants who gave only positive responses, a clear majority reported the great pleasure they got from their research, using words like: *‘absorbing’, ‘satisfying’, ‘stimulating’, ‘interesting’, ‘self-indulgent’, ‘a privilege’, and ‘dream of a lifetime’.*



However the negative extremes were also vividly described: *'frustrating', 'wretched', 'lonely', 'tiring', 'a bit of a guessing game', 'quite expensive', 'daunting', 'overwhelming'*, alongside feelings of loneliness and stress owing to having so much to fit into limited time.

'Being part-time and employed full-time is challenging to say the least and that's just the time management issues. Intellectually it's very stimulating.'

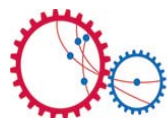
'It adds another ball to juggle in my life, along with work, family and church. Somehow I survive by just doing the next thing.'



“There is clearly much emotional energy involved in the process of part-time doctoral study. This is in addition to the demands on time and energy of employment, academic study, personal and family life, and other activities.

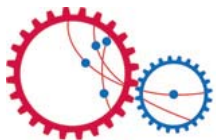
Support for this cohort needs to extend routinely beyond an academic focus to involve a wider pastoral support.”

Understanding the part-time research experience,
2009, Vitae, Career Research and Advisory Centre, p.
8



In pairs -

- Think back over your own trajectory to date - maybe you had a helpful research supervisor, an encouraging boss, a supportive colleague/friend - a man or woman who played a useful role for you, who somehow helped you in your career path.
- Discuss this experience with your partner
- Your partner will help you summarise the skills/qualities of this person in 2-3 words
- Introduce your partner - name and research interest and 2-3 words about their experience of being mentored to the group



“A mentor is a more experienced individual willing to share knowledge with someone less experienced in a relationship of mutual trust.

Mentoring involves primarily listening with empathy, sharing experience, developing insight through reflection, being a sounding board and encouraging.”

Clutterbuck, (2004) *Everyone needs a mentor*,
Chartered Institute of Personnel and Development

“A mentor provides a source of advice and guidance and can give the necessary boost to self belief that is required for transitions.” Clutterbuck



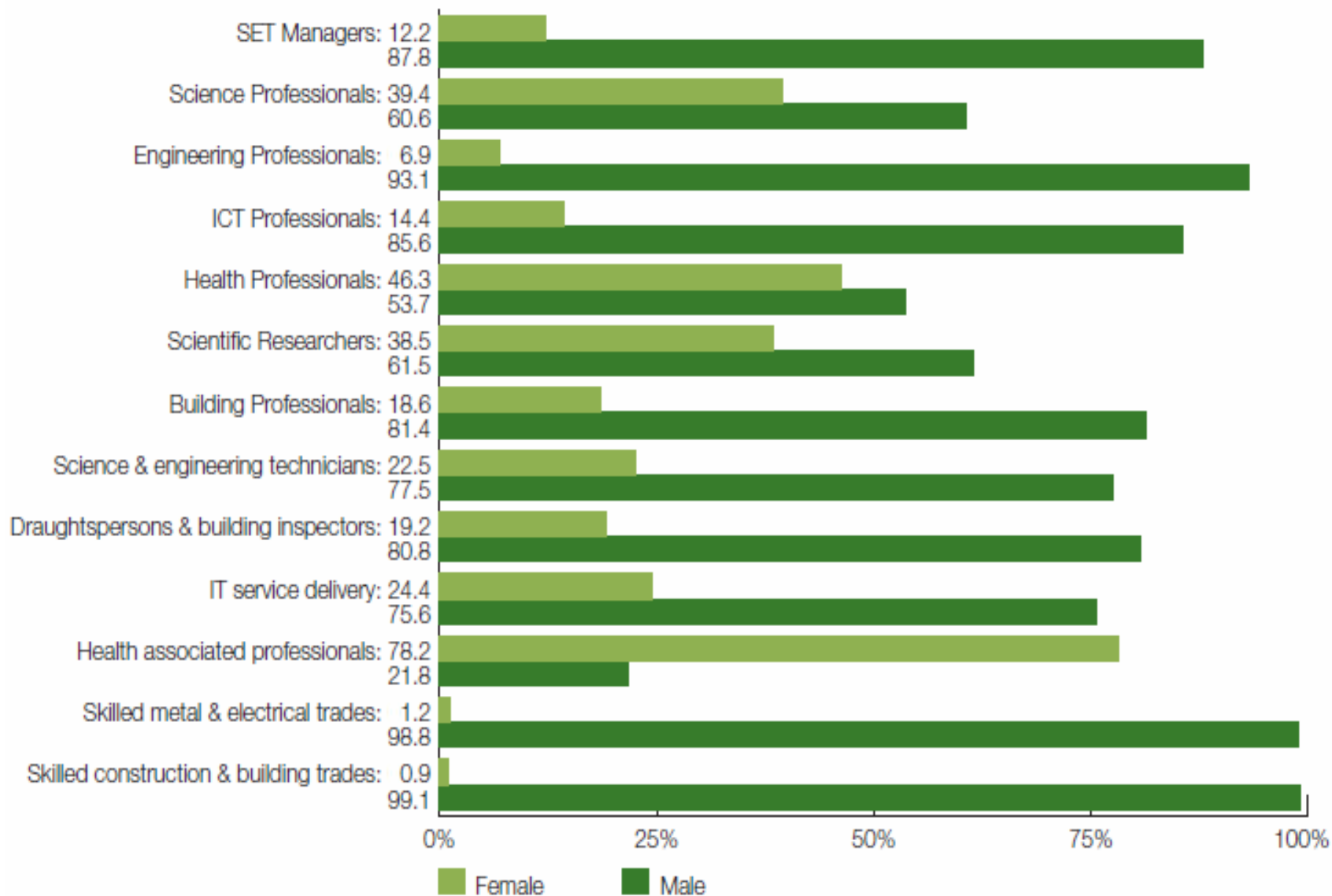
Women are 'lost' to SET at key transition points



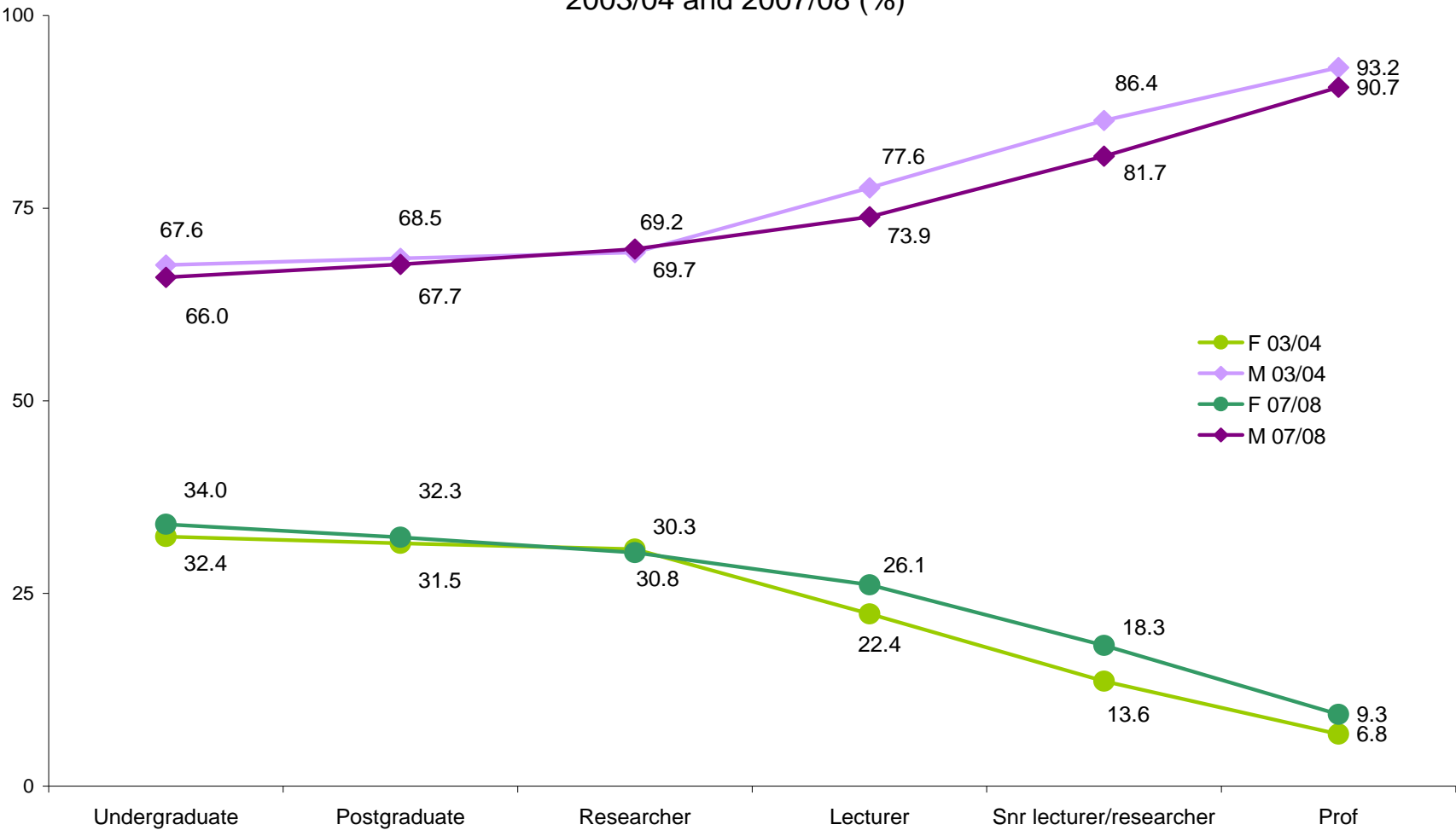
Question

What is the % of the 620,000 women in the UK who are graduates in SET (2008) but who don't work in SET?

70.2%



Full-time STEM students and academic staff members at UK HE institutions by gender 2003/04 and 2007/08 (%)



Secondary analysis by UK Resource Centre

Data source:

Student data: HESA (2005 and 2009) Students in Higher Education Institutions 2003/04 and 2007/08. Cheltenham, HESA.

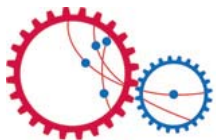
Academic staff data: HESA (2005 and 2009) Resources of Higher Education Institutions 2003/04 and 2007/08. Cheltenham, HESA.

Scottish Resource Centre for Women in Science, Engineering and Technology

Our Objectives

To create sustainable change for the participation of women in the SET sectors in Scotland through:

- **Changing employment practices and workplace cultures to support gender equality;**
- **Supporting the recruitment, retention, return and success of women where they are significantly under-represented.**



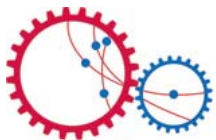
Based at Edinburgh Napier University, we work with:

Employers to encourage them to increase family-friendly opportunities for women working in science, engineering and technology fields;

Students and apprentices in construction, delivering equality and diversity training to change workplace culture;

Women with qualifications in SET, supporting them to progress in the science, engineering and technology sectors;

Women students on SET programmes, developing networks that will support their career development.



Mentoring in the Scottish Resource Centre

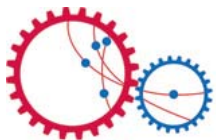


Mentoring on Two Fronts- 2010

- 1.The SRC Mentoring programme which recruits and trains mentors - developing a 'cadre' of trained mentors across Scotland, matching them with suitable mentees (started February 2010)**
- 2.Work with other Scottish organisations to help develop mentoring capacity**

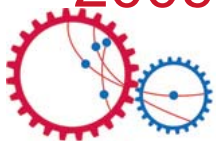
Identify something which is a real issue in your life just now and isn't too personal to talk about with someone else

Work in groups of 3: mentor, mentee, and observer



“Many part-time researchers reported being surprised by how demanding their experience was. They report that they underestimated the amount of time required, the level of isolation they experienced and the amount of resilience needed.”

Understanding the part-time research experience, 2009, Vitae, Career Research and Advisory Centre



How would you be proactive in getting some kind of mentoring for yourself?

