



Effective mentoring schemes for researchers



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What is mentoring?

“Mentors are people who, through their action and work, help others to achieve their potential.”

GF Shea, *Mentoring: A guide to the basics*



Objectives

- Share experience of Oxford pilot academic mentoring programme (2007-8)
- Stimulate discussion and exchange of ideas

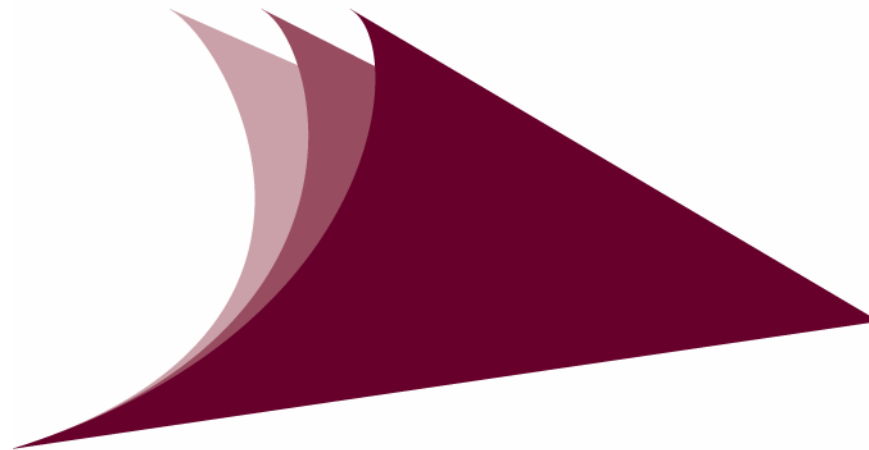


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Case Study: Career Accelerator

Career Accelerator



Mentorship and Support
for Oxford University Researchers



The Oxford *Career Accelerator* Programme (Pilot Programme) October 2007

- A career mentoring pilot programme for 15 postgraduate research students and research staff
- The programme aimed to assist mentees in developing their academic careers
- The programme linked PGRs and RS to the support of more experienced academic mentors from outside of Oxford University over a 6 month period.



Structure/process of Career Accelerator

- Recruitment of mentors and mentees.
- Opening event – separate workshops for each and then meet each other.
- 2 interim workshops for mentees
- Check progress by e-mail with mentors and mentees periodically
- Final event – similar structure to opening event.

- Admin – paid travel expenses, provided catering at each of the meetings



Evaluation of pilot & next steps

- Observers from Oxford Learning Institute at each event.
- Questionnaire at closing event and e-mailed to participants unable to attend.
- Feedback from both mentors and mentees very positive.
- Follow Up
- Next steps: programme will run again in 2008/9



Group Discussion

- Recruitment – mentors, mentees, matching, etc
- Workshops – what's useful?
- Transferability – other sectors?
- Developing your own programme?