

# **Flinders University Researcher Mentoring Program for Early-Career Researchers**

## **Program Guidelines 2024**



## Program Overview

We are pleased to announce that we are offering the Flinders University Researcher Mentoring Program for Early-Career Researchers in 2024. This Program pairs early-career researchers (ECRs) with senior researchers who can support them to develop their research careers, meet their research aspirations and goals, and strategise for future academic success.

Through this Researcher Mentoring Program, ECRs will also form a University-wide community with their fellow mentees at similar career stages. This ECR community will serve as a source of support and information for the mentees during the Program and beyond.

Key points about the Program include:

1. The Program Coordinator will use the information provided through the Expression of Interest (EOI) process to determine eligibility and inform mentee–mentor matching. The Program Coordinator will also consult with the Dean (Research) from the applicant’s College.
2. Each selected mentee will be matched with one mentor and vice-versa.
3. Ideally, mentee–mentor pairs will include members of different Colleges or at least different disciplines.
4. Participation is open to eligible researchers at all Flinders campuses. Rural and remote researchers will be able to join our sessions and meet with their mentee/mentor virtually.
5. To gain the most out of this Researcher Mentoring Program, both mentees and mentors should participate in all relevant events (see the *Key Dates for 2024* table).
6. Similarly, to build their relationship and meet the mentee’s aspirations, the mentee–mentor pairs should communicate frequently and meet regularly (every 4–6 weeks) between March and November.
7. If we receive more eligible applications than we can accommodate, preference will be given to potential mentees who are nearing the end of their eligibility period (i.e., are nearing 8 years post-PhD or are on limited contracts) so they can participate before they become ineligible.
8. Submitting an EOI (either as a mentor or mentee) does not guarantee selection into the Program.
9. To measure the effectiveness of the Program, we will ask mentors and mentees to provide formal feedback twice: half-way through the Program and after the Program ends for the year. Participants are welcome to provide informal feedback or raise any issues to the Program Coordinator at any time.

Quotes from participants in the 2023 program:

Mentee: *“My mentor has been excellent and provided me with support specific to my role, promotion application and work-life balance.”*

Mentor: *“[The Program] provides an opportunity for self-reflection and understanding what has worked well for me and where I had previously struggled.”*

Mentee: *“I always come away from [our meetings] feeling really positive about my research trajectory and plans to develop my individual research identity.”*

Mentor: *“The program is extremely well organised and the resources are excellent.”*

## Eligibility Criteria for Mentees

You are eligible to be a mentee if:

1. Your PhD was conferred within the last eight years (i.e., since February 2016). Career interruptions during this time will be considered when determining eligibility.
2. You have a balanced academic or research-only role at Flinders University.
3. You are employed by Flinders University at 0.4 FTE or more for the duration of the program.
4. You have not previously participated in the Flinders University Researcher Mentoring Program for Early-Career Researchers. Mentees in college-based mentoring programs are welcome to apply.
5. You have provided the requested information before the Expression of Interest deadline (see *Next Steps*).

## Eligibility Criteria for Mentors

You are eligible to be a mentor if:

1. You have a balanced academic or research-only role at Flinders University (Levels C to E).
2. You are employed by Flinders University at 0.4 FTE or more for the duration of the Program.
3. You have provided the requested information before the Expression of Interest deadline.

## Next Steps

To express your interest as a **mentee**, please complete this [survey](#) by **COB Monday 27 November 2023**.

To express your interest as a **mentor**, please complete this [survey](#) by **COB Monday 27 November 2023**.

Please ensure that you are available for the Program events (see the *Key Dates for 2024* table). We will send everyone who submits an Expression of Interest placeholders for the events. We will then be in touch with all applicants in early 2024 to let them know the outcome of the selection process and we will update the calendar invitations accordingly.

Please contact the Program Coordinator, [Dr Jen Beaudry](#) (Manager, Researcher Training, Development and Communication) if you need any further information or clarification.

## Key Dates for 2024 Program

Dates	Attendees	Program Milestone or Event
By end of January	--	Mentor–Mentee Matches Announced
Wed 14 February (am)	Mentees	Mentee Information Session
Thurs 15 February (pm)	Mentors	Mentor Orientation Session
Tues 5 March (pm)	DVC(R), Mentees, & Mentors	Program Launch
Thurs 2 May (am)	Mentees	Roundtable Discussion / Workshop #1
Mid-June	--	Formal Mid-point Evaluation of Program
Wed 28 August (am)	Mentees	Roundtable Discussion / Workshop #2
Tues 15 October (am)	Mentees	Roundtable Discussion / Workshop #3
Wed 27 November (pm)	Mentees & Mentors	Wrap-up Session
End of November	--	Formal Evaluation of Program

*Please note: We will send everyone who submits an Expression of Interest placeholders for the events. Any changes to these dates will be communicated to all program participants via email, as far in advance as possible.*