



# Flinders University Researcher Mentoring Program for Early-Career Researchers

## Program Guidelines 2022



## Program Overview

We are pleased to announce that we are relaunching the Flinders University Researcher Mentoring Program for Early-Career Researchers in 2022. 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 of 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* 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 later in their careers so they can participate before they become ineligible.
8. Submitting an EOI (either as a mentor or mentee) does not guarantee selection.
9. To measure the effectiveness of the Program, we would like mentors and mentees to provide formal feedback at the mid-point and the end of the Program. Participants are welcome to provide informal feedback or raise any issues to the Program Coordinator at any time.

## 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 2014). 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.

## 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 B 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 Friday 10 December 2021**.

To express your interest as a **mentor**, please complete this [survey](#) by **COB Friday 10 December 2021**.

Please ensure that you are available for the Program events (see the *Key Dates for 2022* 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 2022.

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 2022

Dates	Attendees	Program Milestone or Event
By end of January	--	Mentor–Mentee Matches Announced
Thurs 17 February (am) or Wed 23 February (pm)	Mentees	Mentee Information Sessions [attend <u>one</u> session]
Thurs 24 February (pm)	Mentors	Mentor Orientation Session
Wed 9 March (am)	DVC(R), Mentees, & Mentors	Program Launch
Wed 4 May (am)	Mentees	Roundtable Discussion / Workshop #1
Mid-June	--	Formal Mid-point Evaluation of Program
Tues 9 August (am)	Mentees	Roundtable Discussion / Workshop #2
Thurs 20 October (am)	Mentees	Roundtable Discussion / Workshop #3
Wed 23 November (pm)	DVC(R), 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.*