Early Career Mentoring

Who?
Who is it aimed at?
- New and recently appointed academics
- Typically in their first 3 years of service.

Why?
Why should I be interested?
- This is a great opportunity to benefit from the advice and support of a senior academic colleague.

Where?
Where can I find more information?
- www.tcd.ie/hr/our-services/leadership-people-development/early-career-mentoring
The goal is to promote **Academic** and **Personal Development** among new or recently appointed academic staff by connecting them with others who can:

- Advise
- Coach
- Guide
What is the role of a mentor?

- Help set short-term and long-term goals
- Act as a Guide, to help build skills and expand vision
- Help navigate inner workings of College
- Open doors of opportunity
- Direct to resources
- Facilitate networking
- Provide feedback on teaching & research
What is the Focus of Mentoring Activities?
Supporting academics as they move from novice to competence.

- Analysis of strengths/weaknesses and areas for development
- Career Development Plan (CDP)
- Publications 'pipeline'
- Research portfolio
- Teaching portfolio
- Editorial Experience
- Targeting External funding
- Hone team-building, interpersonal skills
- Develop collegial network intra- and inter-disciplinary
What are the benefits for the mentee?

- Advice on balancing teaching, research, service work and other responsibilities
- Training and inside information on the School/Faculty /University
- Individual recognition and encouragement
- Informal feedback
- Knowledge of the informal and formal rules for advancement
- Knowledge of the procedures of the University
- Advice on scholarship/teaching
- A clear action plan (CDP) for their career
Are mentoring discussions confidential?

Yes. All discussions between mentor and mentee should remain confidential at the discretion of both parties.

Mentoring is separate from other College processes e.g. Probation, Promotions etc.
Interested mentors & mentees fill out the Expression of Interest form online.

Candidates will be paired with a mentor based on best fit.

For all participants, outlining expectations, roles & responsibilities.

1st Meeting commences with the Career Development Plan.
The Momentum Programme

Designed to support academics, more established in their careers.

- Recently taken on new leadership responsibilities in Research, Teaching, or Academic Administration
  - Coordinators of large teaching programmes
  - Lead large research groups.
Form
Interested mentors & mentees fill out the Expression of Interest form online

Matching
Candidates will be paired with a mentor based on best fit

Briefing/Training
For all participants, outlining expectations, roles & responsibilities

Mentoring Meeting
1st Meeting commences with the Career Development Plan

Partnerships will not necessarily be from the same faculty and the college may draw upon staff emeritus to contribute.
<table>
<thead>
<tr>
<th>STAGE</th>
<th>DEVELOPMENT FOCUS</th>
<th>MEANS &amp; OUTPUTS</th>
<th>ROLE OF MENTOR</th>
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<tbody>
<tr>
<td>Academic</td>
<td>• Moving from competence to expertise</td>
<td>• Integrate teaching, research &amp; service</td>
<td>• Share successes, failures, and tips</td>
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<td>Leadership</td>
<td>• Assuming responsibility for development of others</td>
<td>• Participate in governance</td>
<td>• Provide feedback regarding strategy and tactics</td>
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<td>• Shaping academic field</td>
<td>• Mentor less experienced colleagues</td>
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<td>• Exercising leadership and creating a vision for the future</td>
<td>• Engage in strategic planning</td>
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<td>• Develop junior colleagues</td>
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<td>• Lead curriculum and programme initiatives</td>
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<td>• Consult in area of expertise</td>
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<td>• Serve as advisor/officer to regional, national and/or international efforts</td>
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<td>• Influence translation of research to practice and policy development</td>
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<td>Development</td>
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<td>• Set research agenda</td>
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<td>of Discipline</td>
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<td>• Help strategise</td>
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<td>• Provide tips on effective board behaviour</td>
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The most important characteristic of a mentee is that s/he is willing to commit the time and energy to grow and learn from a mentor in order to receive maximum benefits.
Thank You