WHAT ARE THE CHARACTERISTICS OF EFFECTIVE MENTEES AND MENTORS?

**Effective mentees will:**
- Have a commitment to the programme;
- Be prepared to accept responsibility for their own growth and development;
- Have the ability to identify and articulate their goals as part of the mentoring process; and
- Be willing to give sufficient time to the mentoring process.

**Effective mentors will:**
- Have a commitment to the programme;
- Have research-related skills, knowledge and expertise;
- See the mentoring arrangement as a mutually-beneficial learning process for both mentor and mentee; and
- Be willing to give sufficient time to the mentoring process.

WHAT ARE THE BENEFITS OF THE PROGRAMME?

**For mentees:**
- Research knowledge and skills;
- Understanding and knowledge of processes;
- Knowledge and understanding of the academic sector;
- Access to professional development opportunities and networks.

**For mentors:**
- Job satisfaction;
- Sense of contribution to the academic community and recognition of this by others;
- Renewed motivation and enthusiasm;
- New learning;
- Sense of achievement in mentees’ development.

IF I AM INTERESTED IN BEING A MENTOR OR MENTEE ON THIS PROGRAMME, WHAT DO I DO?

Contact the WiSER office for further information about the programme or fill in the Expression of Interest Form and send it to:

Centre for Women in Science & Engineering Research (WiSER)
Trinity Research & Innovation
O’Reilly Institute
Trinity College
Dublin 2

Tel: +353 1 896 3508
Fax: +353 1 679 8039
Email: wiser@tcd.ie
Website: www.tcd.ie/wiser
WHY HAVE A MENTORING PROGRAMME?

The Centre for Women in Science & Engineering Research (WiSER) was established by Trinity College Dublin with the aim of retaining and advancing women in science, engineering and technology (SET) disciplines, where women are significantly under-represented at higher levels.

Mentoring has proven to be highly effective in retaining and advancing women in academia. WiSER has examined various national and international models of mentoring and is pleased to announce the launch of a pilot programme for the academic year 2008–2009.

HOW CAN MENTORING HELP ME?

If any of the questions below are yours and you do not know where to get the answer, a mentor could possibly help you.

“How can I successfully apply for funding?”
“What are the steps in the promotions process?”
“How can I work part-time; has anyone else done it?”
“How can I make more time for research?”
"Where can I find out how the accounts systems work?”
“How can I prepare myself to return to a career in academia after maternity leave?”
“Can I have a better balance between my personal and professional life?”
“Should I apply for a different post?”

Your mentor will meet with you approximately every two months and be available for phone conversations in-between the meetings to have a confidential discussion about the issues and concerns that face you in your daily working life.

WHAT DOES THE PROGRAMME AIM TO ACHIEVE?

Mentoring encourages more senior academics to provide advice and guidance to more junior colleagues on developing research ideas, seeking funding, teaching and administration. The mentor may also be able to provide assistance on personal issues relating to family.

The programme aims to:
- Provide a means of professional and personal development and support for individual women;
- Contribute to the enhancement of knowledge, skills and experience within science, engineering and technology;
- Increase cross-discipline networking.

SUPPORT

A Programme Manager from WiSER will be available to support and assist mentors and mentees as required and to manage the programme.

It is acknowledged that, at any time, either party can withdraw without blame on either side; a new arrangement may be set up, not necessarily with someone from the same academic field.

WHO IS THE MENTORING PROGRAMME FOR?

Who is eligible to be a Mentee?
Female postdoctoral researchers, research fellows and lecturers with more than one year remaining on their employment contracts.

Who is eligible to be a Mentor?
All male and female academic staff may act as a mentor for postdoctoral researchers and research fellows. The mentors for female lecturers will be from a more senior level.

Mentors will be paired with mentees from different disciplines to their own in order to promote cross-discipline awareness and networking.

THE WiSER MENTORING PROGRAMME

Process
1. Expressions of interest are being sought from potential mentors/mentees;
2. Separate training workshops for mentors (full day) and mentees (half day) will be run towards the end of October 2008;
3. Following training, pairs will be matched to best meet mentees’ developmental needs;
4. Matched pairs are introduced and first meetings are arranged.

Outcomes of Training Workshop for participants
- Understand the benefits of mentoring;
- Identify factors that contribute to successful mentoring partnerships;
- Basic coaching skills to support mentoring process (for mentors only).

Commitment to the programme
- The mentoring programme will last for 12 months;
- Meetings would normally last 1-2 hours;
- It is the responsibility of the mentee to contact her mentor for each session.