The highly successful cross-institutional mentoring scheme developed through collaboration between the University of St Andrews (CAPOD) and the University of Dundee (OPD) has been running for over 10 years. We are proud to now partner with Abertay University, Glasgow School of Art and the James Hutton Institute.

The Teaching, Research & Academic Mentoring Scheme pairs experienced Teaching and Research Academics (mentors) with colleagues at an earlier career stage (mentees), to provide guidance and structured support.

**What is mentoring?**
- Process driven by the needs of the mentee
- Defining developmental goals
- Planning, action, progressing
- Protected time
  - Commitment
  - Confidentiality, trust
  - Developmental, collaborative
  - Networking
  - Solutions focused
- Advise, guide
  - Counsel, empower
  - Support, advocate, encourage
  - Challenge, question

**Could you be a Mentor?**
- Positioned in a senior or principal role
  - Senior or Principal Teaching Fellow / Senior Lecturer / PI / Reader / Professor
- Actively involved in Research and/or Teaching
- Experienced in supervision

**Could you be a Mentee?**
- Would like to pass on your knowledge and experience
- Interested in developing potential
- Would like to be mentored by a critical friend
- Interested in developing potential

**Benefits to the Mentee**
- Learn from an experienced colleague
- Assistance in career development planning
- Gain insight, knowledge, ideas and advice
- Clarify ideas and raise awareness of opportunities
- Benefits to the Mentor
- Shared knowledge and insight
- Fresh perspective
- Enable the next generation
- Raised awareness of the challenges facing your mentee and their peers

**Scheme launched**
- June / July
- Consider your mentoring goals
- State your partnership preferences

**Briefing sessions**
- August / September
- Mentees: crystallise goals prior to matching
- Mentors: refresh your mentoring skills
- Applications close 31 August

**Matching process**
- September
- If a potential mentoring partnership can be identified a mentor / mentee match will be proposed

**Getting started sessions**
- October
- Once pairings are agreed, all participants are invited to an informal networking session
- Partnerships begin

**Mutual benefits**
- Continue professional development
- Develop specific skills
- Extend your professional network

**Benefits to the Mentee**
- Learn from an experienced colleague
- Assistance in career development planning
- Gain insight, knowledge, ideas and advice
- Clarify ideas and raise awareness of opportunities
As an early career researcher, it was incredibly helpful to be mentored by someone more experienced – thanks for the fantastic pairing!

My mentor is just the sort of person I was hoping for, with plenty of experience and suggestions for ways for me to develop as an academic.

Although I would have had the same goals without the scheme, it’s good to have someone to check in with, someone who is rooting for you and with whom you can celebrate victories.

The entire experience was most beneficial for me to look at a career from the other direction.

This is a new and rewarding experience for me in terms of mentoring someone from another institution and is certainly something I will highlight in my CV as good practice.

I see mentoring as a mutual learning experience in which I also learn about my own goal setting, career management, skills development and cross-institutional networking. I think it is a wonderful and really productive scheme.

Interested?

For more information visit:

St Andrews:  

Dundee:  

Mentors

“...most beneficial for me to look at a career from the other direction...”

“This is a new and rewarding experience...”

“I see mentoring as a mutual learning experience...”

Mentees

“As an early career researcher, it was incredibly helpful to be mentored by someone more experienced – thanks for the fantastic pairing!”

“My mentor is just the sort of person I was hoping for, with plenty of experience and suggestions for ways for me to develop as an academic.”

“Although I would have had the same goals without the scheme, it’s good to have someone to check in with, someone who is rooting for you and with whom you can celebrate victories.”

Scheme coordinators

Dr Diane Munday  
University of St Andrews  
mentoring@st-andrews.ac.uk

Eithne Graham  
University of Dundee  
mentoring@dundee.ac.uk

To sign up visit:  