**Teaching, Research & Academic Mentoring Scheme**

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 and Glasgow School of Art.

The Teaching, Research & Academic Mentoring Scheme, formerly known as ECAM (the Early Career Academics’ 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?**

- **Mentee**
  - Process driven by the needs of the mentee
  - Defining developmental goals
  - Planning, action, progressing

- **Mentor**
  - Protected time
  - Commitment
  - Confidentiality, trust
  - Developmental, collaborative
  - Networking
  - Solutions focused
  - Advise, guide
  - Counsel, empower
  - Support, advocate, encourage
  - Challenge, question

**Could you be a Mentor?**

- 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?**

- Interested in developing potential
- Would like to pass on your knowledge and experience

**Could you be a Mentee?**

- Employed by your Institution
- Involved in Research and/or Teaching
- Looking for neutral guidance and support to develop your career
- Able to commit 1 hour per month for up to 12 months

**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**

- Share knowledge and insight
- Fresh perspective
- Develop specific skills
- Extend your professional network
- Raised awareness of the challenges facing your mentee and their peers

**June/July**

- Scheme launched
- Call for new Mentees/Mentors
- To sign up visit: http://bit.ly/STASUMAC

**July/August**

- Online applications
- State your preferences
- Pairings can be within your institution or cross-institutional

**August/September**

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

**October**

- Briefing sessions
- Once pairings are agreed, all new participants are invited to a briefing session
- Partnerships begin

**Benefits to the Mentee**

- Continue professional development
- Develop specific skills
- Extend your professional network

**Mutual benefits**

- Share knowledge and insight
- Fresh perspective
- Enable the next generation

**Benefits to the Mentor**

- Would like to pass on your knowledge and experience

**Scheme launched**

- Call for new Mentees/Mentors
- To sign up visit: http://bit.ly/STASUMAC


**Mentees**

“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”

“My targets were conservative, she encouraged me to reach higher”

“Thoroughly enjoying it! Stimulating discussion, motivating me to push ahead”

**Mentors**

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

“I had a mentor who helped me tremendously when I was a student, this was a great way to give something back”

“It is very rewarding to be able to help, give them confidence in themselves and hopefully see them succeed”

---

**Scheme coordinators**

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

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

---

**Interested?**

For more information visit:

**St Andrews:**  

**Dundee:**  

---

To sign up visit:  