

# **UWS Academic Mentoring Program 2013**

## **Evaluation Summary Report – August 2014**

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### **Background**

The UWS Academic Mentoring Program recognises that mentoring is an important mechanism for academic career development and contributes to building a high-performing, competent and collegial workforce. It provides a career development opportunity for Academic staff to broaden their knowledge, skills, capabilities and experience.

The Program supports the University's strategic goal to retain, reward and develop its staff, is endorsed by the Vice-Chancellor and Executive, and is funded by the University. The Program is coordinated by the Office of Organisational Development and resources and tools on mentoring and career planning are accessed from a Mentoring website.

The Program was introduced in 2010 with 26 academic staff (13 mentoring pairs) participating from across the Schools and Research Centres and Institutes. In 2011, 42 academic staff (21 mentoring pairs) and in 2012 a further 42 academic staff (21 mentoring pairs) participated.

### **The 2013 Program**

In 2013 38 academic staff participated (19 pairs).

The UWS Academic Mentoring Program is a ten month program with both Mentors and Mentees attending three half-day workshops at the commencement of the program (March), at mid-term (August) and at the end of the program (November). Between workshops Mentors and Mentees meet on a regular basis.

Mentees are drawn from early and mid-career Academics nominated by their Deans and Mentors are members of the professoriate or senior Academic staff, also nominated by their Deans.

Mentors and Mentees provided feedback on the value of participating in the structured mentoring program. Examples of reported benefits and outcomes include:

- gaining insight into the different disciplines and Schools and how they function;
- enabling opportunities for collaborative research; developing cross-school partnerships;
- developing joint research strategies;
- providing and receiving support and advice regarding promotion;
- developing skills in writing grant applications and identifying other funding sources;
- assistance with Academic Development Program and Scholarship applications;
- assistance with writing journal publications;
- gaining a fresh perspective on career development; and
- promoting the transfer of knowledge.

Appendix 1 lists the Mentors and Mentees who participated in 2013 Academic Mentoring Program. Appendix 2 is a summary of the participants' evaluation of the program.

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**Director, Office of Organisational Development**

**Endorsed by:**

**Ann Tout**

**Executive Director, People and Culture**

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## Appendix 1

### 2013 Academic Mentoring Program Mentors and Mentees

MENTOR	MENTEE
Assoc. Prof. Deirdre Russell-Bowie Education	Dr Jessy Abraham Education
Professor Athula Ginige Computing, Engineering & Maths	Dr Selim Akhter Business
Assoc. Prof. Sara Knox Humanities & Communication Arts	Mr Philip Birch Social Sciences & Psychology
Assoc. Prof. Gary Dennis Science & Health	Dr Martin Daly Social Sciences & Psychology
Professor Julia Howell Religion & Society Research Centre	Dr Chong Han Humanities & Comm Arts
Professor Annemarie Hennessy Medicine	Dr Cannas Kwok Nursing & Midwifery
Professor Phillipa Hay Medicine	Ms Morwenna Kirwan Science & Health
Assoc. Prof. Hannah Dahlen Nursing & Midwifery	Dr Joanne Lind Medicine
Assoc. Prof. Susanne Gannon Education	Dr Tracy Olverson Humanities & Comm Arts
Dr Tim Griffin Social Sciences & Psychology	Miss Bonnie Pang Science & Health
Assoc. Prof. Allan White Education	Dr Zulfan Tadjoddin Social Sciences & Psychology
Professor Michael Head Law	Dr Murray Wesson Law
Dr David Wright Education	Dr Alison Barnes Humanities & Comm Arts
Professor Bradley Frankum Medicine	Dr Bronwen Dalziel Medicine
Assoc. Prof. Robyn Bushell Social Sciences & Psychology	Dr Rosalie Durham Science & Health
Assoc. Prof. Dongmo Zhang Computing, Engineering & Maths	Dr Harry Haladjian Social Sciences & Psychology
Professor David Tait Justice Research Group (HCA)	Dr Glenn Porter Science & Health
Assoc. Prof. Carol Reid Education	Dr Dorian Stoilescu Education
Professor Bob Hodge Institute for Culture and Society	Mrs Rona Tranberg Nursing & Midwifery

## Appendix 2

### 2013 Academic Mentoring Program Evaluation Summary

**Program Facilitators:** Aggie Lim and Leone Cripps  
**Number of Participants:** 38

#### 1. PREVIOUS MENTORING EXPERIENCE

17% of respondents have previously participated in a formal mentoring scheme  
58% of respondents have previously participated in an informal mentoring relationship  
25% of respondents have not had any previous mentoring experience

#### 2. FREQUENCY OF CONTACT WITH MENTORING PARTNER

77% of respondents met at least monthly  
33% of respondents met less than once a month

#### 3. FOCUS AREAS

Most time was spent on career planning (37%) and developing research capacity (30%).  
Other key areas of discussion were personal development and managing others.

#### 4. STRATEGIES EMPLOYED TO SUSTAIN THE MENTORING RELATIONSHIP

Mentoring was found to be most useful and beneficial with:

- regular (frequent) meetings
- meetings scheduled in advance
- having a plan in place with specific goals and tasks to focus on
- using the meeting tools and templates to help focus and reflect on their meetings and career plans.

#### 5. KEY WORDS TO DESCRIBE THE MENTORING RELATIONSHIP



## **6. BENEFITS OF THE MENTORING RELATIONSHIP TO SELF, THE SCHOOL OR TO UWS**

- Mentoring pairs enjoyed the experience of being matched with a Mentor/Mentee outside of their own school and having an open and candid relationship
- Mentees have the opportunity to focus on themselves and their career needs under the guidance of an experienced academic
- Mentees gained confidence in their abilities as researchers
- Mentors are able to assist Mentees with starting or managing their PhD
- Mentors help assist with developing skills in writing journal articles, grant applications, ADP or scholarship applications
- Mentoring pairs have noticed an improvement in relationships with colleagues from their own school

## **7. SUGGESTIONS FOR IMPROVING THE MENTORING EXPERIENCE**

- Being located on the same campus
- Set more face to face meetings, at least monthly
- Set the first meeting quickly and book subsequent meetings into diaries
- Have the opportunity to self-nominate for the program
- Current Mentors could recommend colleagues.

## **8. OTHER COMMENTS**

- It was very pleasing to help someone to evaluate their work, investigate solutions and come up with a plan.
- My Mentor helped to provide some direction to my career decision plans.
- We started a research collaboration that will continue beyond the mentoring program.
- It was great to see my Mentee grow professionally.
- Valuable suggestions provided by my Mentor, both as a senior academic staff member and as a female academic.
- Great satisfaction from supporting a young colleague.
- It was good to speak with a member of staff who has much greater experience of UWS and its processes.
- I feel a real sense of achievement at helping my Mentee with their PhD.