Mentoring at UCD *and* Programme for Newly Appointed Assistant Professors (NAAP)

12 September 2023

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UCD HR People and Organisation Development

Employer of Choice

Transforming Service

Enhancing Performance

Building Capability

The Revolution of Work

Today's Session

1

What is Mentoring?

2

Benefits of Mentoring

3

Mentoring at UCD - Three Streams

4

Coaching

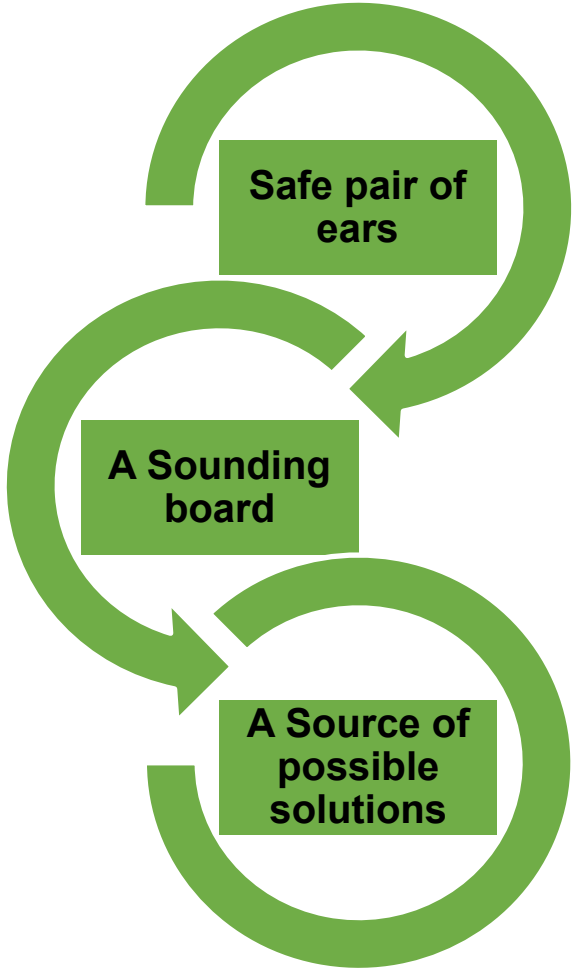
5

Programme for Newly Appointed Assistant Professors (NAAP)

What is mentoring?

Supporting
Helping
Encouraging

- → Develop skills
- → Improve performance
- → Maximize potential
- → Make transitions in knowledge, work or thinking



Keep in mind

- Mentoring is offline
- It is mentee driven
- Must be goal oriented
- It is a developmental partnership

Benefits of mentoring

Mentee

- A safe environment
- Self-confidence
- Increased understanding of organisational culture
- Open and honest feedback
- Skills
  - Questioning
  - Reflection
  - Listening

Mentor

- Personal satisfaction of helping others
- New perspectives from fresh viewpoints
- Skills
  - Communication skills
  - Giving Feedback
  - Listening
  - Leadership

Organisation

- Employees feel valued and supported
- More competent and knowledgeable workforce
- Develop and nurture future leaders

Informal and formal mentoring

Informal

- Less structured
- Less defined boundaries and expectations
- Outcomes not measured
- Deep sense of trust

Formal

- Structured
- Expectations aligned
- Boundaries defined
- Outcomes measured
- Objectivity from mentor
- Training

Preparing for the relationship

- Think carefully about whether this is something you would benefit from right now.
- Are you ready to commit to and nurture the relationship?
- Think about your career plan and what the path looks like
- If mentoring is a 12-month commitment, when would that suit you?

Who might you approach to be your mentor?

Set aside time for training

Skills

1. Self-awareness
2. Communication
3. Initiative

Trust, boundaries, confidentiality

Mentoring styles

Previous mentoring experiences

Motivation

Three Streams of Mentoring at UCD

Faculty Career Mentoring

Supporting faculty at transition points in their career

Individual Mentoring

Supporting those in professional, technical, faculty or other roles to achieve defined developmental objective(s).

Structured Programme

Supporting those taking part in a structured developmental programme. e.g. Aurora.

In all cases, the starting point is Mentor & Mentee

TRAINING

Covers:

- What is mentoring?
- Setting a mentoring agreement
- Using SMART goals
- The first meeting
- Choosing a mentor
- Preparing for challenges
- Skills for both parties

Mentee training: 8 Nov 2023
Mentor training: 29 Nov 2023
Visit People and Organisation Website to book your place.

Mentoring Partnership begins.

Usually for the duration of one year.

Three streams of Mentoring at UCD

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Faculty Preparing for Promotion: Series of 3 sessions

Briefing session (30-40 mins)

- Overview of the supports available
- Concise guidance on the promotion process & policy

Speaker
Caroline McQuinn,
HR Promotions & Grading

11 Oct 2023 12.30 -13:10

Career Planning session (90 mins)

- Planning your career
- Identifying your barriers
- Moving forward

Speaker
Dr Hugh Kearns,
ThinkWell

23 Oct 2023 12.00 - 13.30

Mentee training session (3.5 hours)

- The mentoring relationship
- The benefits of mentoring
- Making the most of mentoring

Speaker
Damian McCourt/ Eamonn Doyle,
DCM Learning

8 Nov 2023 9.30 - 13.00

Mentor Training session: 29 November 2023

[Book your place here]

Development Framework for Faculty

Leadership & Contribution	• Chairing committees and boards. • Demonstrated positive and sustained contributions to fostering an inclusive environment and raising awareness of equality, diversity and inclusion at the School or programme level (e.g., committee winning or implementing the recommendations of an Athena Swan or equivalent awards)	• Demonstrated outstanding contributions to fostering an inclusive environment and raising awareness of equality, diversity and inclusion at the College level (e.g., leadership of committee winning Athena Swan or equivalent awards) • Effective role in mentoring faculty	• Evidence of exceptional leadership in and/or demonstrated commitment to gender equality and the broader equality, diversity and inclusion agenda at the University, national or international level • Leadership role in mentorship of faculty

Three streams of Mentoring at UCD

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Performance for Growth (P4G)

Research Skills & Career Development Framework

1. Research and Research Management
2. Personal and Professional Development
3. Teaching Learning and Development
4. Innovation and Transferable Skills

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AURORA
Women Leadership Development Programme

Trained Mentors in College of Science

Total number of trained mentors in College of Science: **20**

Breakdown by Grade:

Full Professor	**5**
Professor	**10**
Associate Professor	**4**
Non faculty	**1**

Breakdown by School:

School of Bio-molecular and Biomedical Sciences	**11**
School of Biology and Environmental Science	**2**
School of Chemistry	**2**
School of Computer Science	**1**
School of Mathematics and Statistics	**1**
School of Physics	**3**

Mentoring at UCD

In line with UCD's 'Rising to the Future' strategy to ensure that every member of the community is enabled to achieve their full potential, 'Mentoring at UCD' provides opportunities for professional growth. This aligns with our reputation as an institution that places a high value on support and developing its people.

Take a look at this short video to learn about the three possible pathways to Mentoring at UCD available to employees.

https://www.ucd.ie/peopledevelopment/ourservices/mentoring/

Coaching in UCD

- Coaching is a professional relationship which facilitates learning, performance and development of people. It is about improving effectiveness and achieving results, focussing on measurable steps of success.
- Identified a need for specific coaching in discussion with their manager during Performance for Growth conversation.
- First step would be to review the biographies of the **Internal Panel Members**.
- Coaching ordinarily involves approximately 4 or 5, sixty minute meetings, once every 3-6 weeks, arranged at a mutually convenient time for the coach and coachee.
- If you would like to proceed with an internal coaching arrangement, please contact peopledevelopment@ucd.ie for further information.

Programme for Newly Appointed Assistant Professors (NAAP)

NAAP Programme Website

Employer of Choice

Transforming Service

Enhancing Performance

Building Capability

The Revolution of Work

[Unit Name]

www.ucd.ie/hr

Programme for Newly Appointed Assistant Professors (NAAP)

- Supporting early career faculty in UCD
- Aligned with Core Objective 4 of UCD Strategy 2020-2024
  - Attract and retain and develop an excellent and diverse cohort of students, faculty & staff
- Aims
  - Orientate in the expectations of the role and the strategic direction of the University
  - Deliver learning and development opportunities on the three core areas of the Faculty Development Framework
  - Form and foster cross-disciplinary relationships
- Programme delivery
  - Phase 1 in September-December
  - Phase 2 in January-June
  - Events delivered by facilitators internal and external to UCD

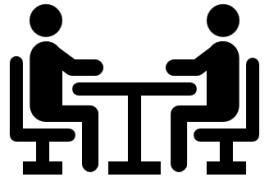
NAAP Programme: Key elements

Development Seminars

- ❑ Imposter Syndrome
- ❑ Finding Focus at the Start of the Year
- ❑ Turbocharge your Writing
- ❑ Adaptive Leadership
- ❑ Developing Your Professional Network

Networking Events

- ❑ Coffee and Connect
- ❑ Coffee and Connect with UCD Networks
- ❑ Spring Get-together
- ❑ Virtual Coffee – Sharing ideas for networking



Mentoring

- ❑ Mentee training
- ❑ Faculty Career Mentoring

2023-2024 NAAP Programme

Phase 1 launching on Monday, 18 September 2023

- **Crafting Compelling Stories:** *Storytelling for Early Career Academics by Steve Rawling, 11 Oct 2023 (9:30 - 12:30)*
- **Research Seminar Series:** *a series of seminars to introduce various teams and supports available in UCD Research, Innovation & Impact*
  - Session 1 - "Pre-award and Funding Opportunities", *19 Oct 2023 (12:00 - 13:00)*
  - Session 2 - "Research Culture and Research Integrity", *6 Nov 2023 (12:00 - 13:00)*
  - Session 3 - "Post-award supports", *5 Dec 2023 (11:30 - 12:30)*
- **Coffee and Connect:** *informal coffee morning to facilitate networking, 17 Oct 2023 (10:30 -11:30)*
- **Turbocharge Your Writing** *by Dr Hugh Kearns, 17 Nov 2023 (9:30 - 12:00)*

Faculty Induction
3 October 2023
Book Here

All Newly Appointed Assistant Professor events will be available to book via **Booking Centre on InfoHub.**

Phase 2 of the 2023-2024 NAAP Programme events will be launched in January 2024.

Summary

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2. Benefits of Mentoring
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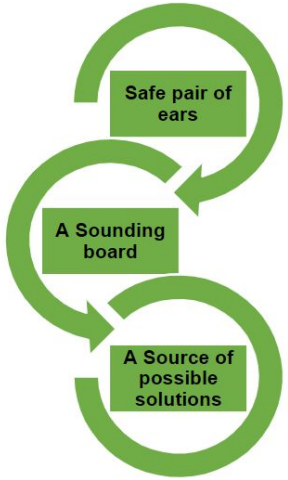

Faculty Career Mentoring

Individual Mentoring

Structured Programme

Upcoming Mentoring Training:
8 November (Mentees)
29 November (Mentors)
Book your place here

NAAP Programme

2023-2024 NAAP Programme launching on 18 September 2023

Book your place on NAAP events here

Questions or comments

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