

Academic Research Mentoring Program (ARMP) Summary Sheet 2019

New Academic Mentoring Initiative

What is ARMP?

The Academic Research Mentor Program (ARMP) is a FedUni pilot mentoring initiative to support academic research achievement. This voluntary mentoring program is based around positive mentor-mentee relationships specific to academic career support, guidance and research progression and impact. The program has been developed by members of the university Professoriate Committee (Level D and E academic staff). This program expands networking connections across the university and provides guidance from a range of stakeholders, not associated with current line management. Staff feedback and engagement in 2018, identified the need for increased research mentoring opportunities for academic staff at Levels B, C and D.

What is the purpose of ARMP?

The purpose of ARMP is to:

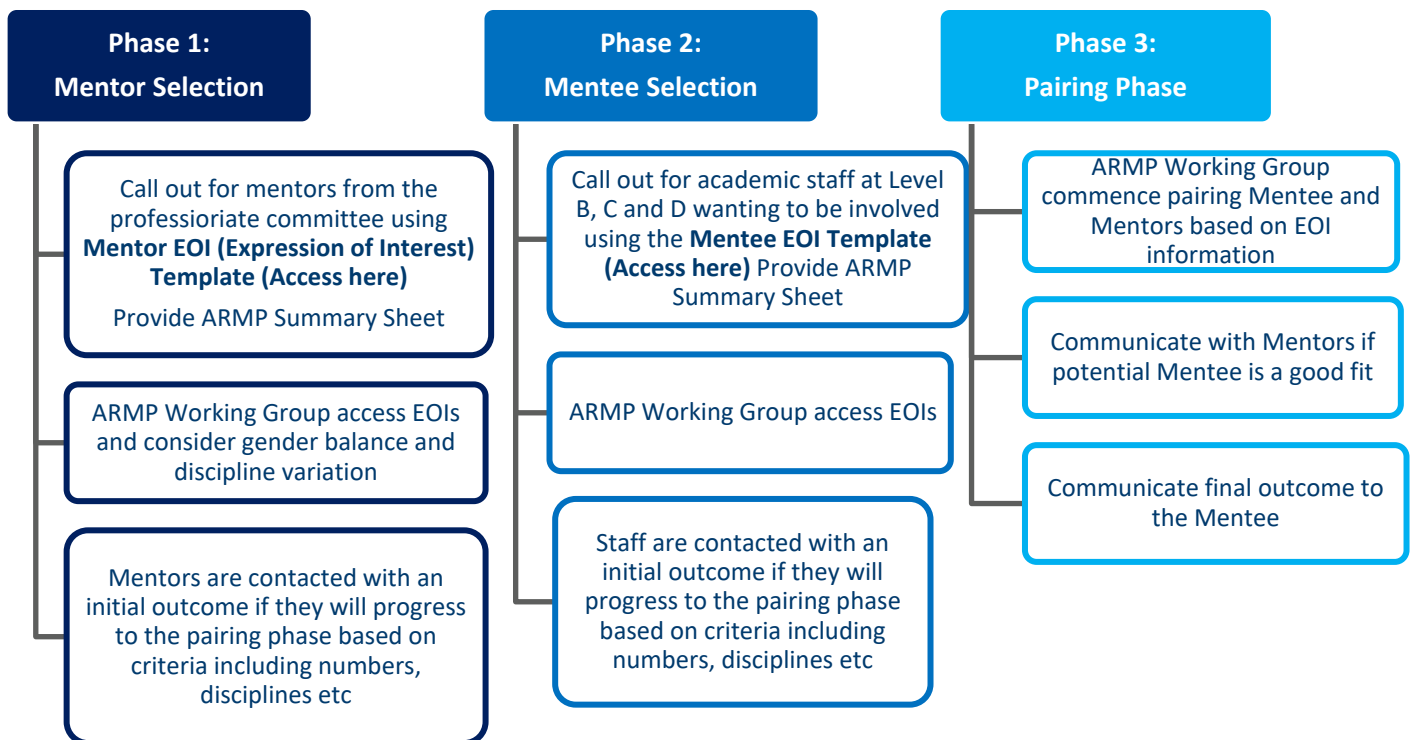
- Provide a new avenue for experienced researchers to mentee academic staff on research impact
- Provide new avenue for mentees to expand networking mentoring opportunities
- Pair academic staff mentees at Level B, C and D with senior academic staff mentors at Level D and E
- Prioritise research career development discussions with experienced and high-performing researchers
- Increase internal professional learning opportunities and demonstrated leadership and service
- Contribute to the university collective knowledge and expertise by investing in research capacity building

Who is currently involved in ARMP?

- Senior Sponsor: Professor Helen Bartlett (Vice Chancellor and President)
- ARMP Working Group: A/P Nina Fotinatos (ARMP Coordinator), A/P Robyn Brandenburg, Prof. Fergal Grace, Prof. Fadi Charchar
- CLIPP Operations Officer: Felicity Counsel (Administration support)

Program Phases





Responsibilities and Benefits

Mentor responsibilities	Mentee responsibilities
<ul style="list-style-type: none"> Meet with mentee and maintain a professional relationship as per university's Staff Code of Conduct Policy Listen to the mentee's needs, concerns, aspirations and expectations Provide objective advice and constructive feedback on mentee's development and progression Review, reflect and evaluate the mentor-mentee relationship and progression regularly Raise any issues/challenges or changes impacting ability to participate in this program with the ARMP coordinator 	<ul style="list-style-type: none"> Meet with mentor and maintain a professional relationship as per university's Staff Code of Conduct Policy Identify and achieve new knowledge and competency for career growth Actively accept responsibility for own development, decisions and actions Review, reflect and evaluate the mentor-mentee relationship and progression regularly Raise any issues/challenges or changes impacting ability to participate in this program with the ARMP coordinator
Mentor benefits	Mentee benefits
<ul style="list-style-type: none"> A sense of personal satisfaction and renewed enthusiasm in helping to develop the potential colleagues with a variety of experience Demonstrate collegial leadership and engagement by sharing experiences, competencies and expertise Further develop skills in networking, advising and building cross discipline connections Insight into current challenges associated with research career planning and progression 	<ul style="list-style-type: none"> Increased knowledge and understanding regarding navigating research careers and progression in an academic context Improved focus on goal setting and new/alternative strategies to meet research goals Greater self-awareness, identity and confidence based on constructive and useful feedback Increase networking opportunities

Questions

Have a question? Please send your questions or comments to the ARMP Coordinator, A/P Nina Fotinatos (n.fotinatos@federation.edu.au)