



## 2024 Mentoring Program

### Preamble

Mentoring is broadly recognised as an important mechanism to support people in their professional growth and development. A high-quality, structured, mentoring program aims to partner a mentee, who seeks strategies, skills and learning in particular areas, with a mentor, who has experience and knowledge in those areas. These areas are not restricted to academia; in fact, they typically transcend the academic setting to more general topics. In hosting this mentoring program, AQUA acknowledges that vast breadth of experience and expertise held by our members, across a myriad of topics, and their willingness to share that with other members.

### Principles

This mentoring program adopts the following principles:

1. Anyone can be a mentor. We all have experience to offer. We particularly encourage mid- and senior- career researchers to participate as mentors, due to the breadth of experience in research and research institutions that can be shared will more junior researchers.
2. Appropriate matching of mentors and mentees is a priority.
3. The program is time-limited to establish cohorts of mentees and mentors, facilitating better delivery of training and support to those cohorts.
4. Partnerships are based on shared and agreed expectations.
5. All participants have access to a 'no-fault exit' option.

### Governance and Support

This program has been developed by the AQUA executive committee as part of an initiative to provide guidance and support to researchers, promote equity and diversity, and improve collegiality within the Quaternary community.

Executive committee members Caroline Mather, Lydia Mackenzie, Lauren Linnenlucke and Micheline Campbell are the coordinators of the AQUA mentoring program.

Participants should refer to the following support documents:

- Mentoring Agreement

Further information and guidelines for the mentoring program will be provided to participants prior to the Program launch.

### Timetable

November 2023 – Register for participation in mentoring program

December 2023– Matching of mentees and mentors

February 2024 – **Program launch**

Initial information sessions for mentees (by ZOOM)

Initial information sessions for mentors (by ZOOM)

January to December 2024 – regular meetings of mentoring partnerships (monthly suggested)

April 2024 – meeting of mentee group

June 2024 – meeting of mentors and mentees at AQUA 2024 (TBC)

September 2024 - meeting of mentee group

Dec 2024 – End of program and survey of all participants to provide feedback.

### Register

To register for the AQUA mentoring program as a mentor, mentee or both, please read and complete the attached Mentoring Code of Conduct and Mentoring Agreement. For any queries, and to return the completed documents, please email Caroline Mather at [caroline.mather@uwa.edu.au](mailto:caroline.mather@uwa.edu.au)