

FIRN Women Mentoring Program: Details and How to Join

FIRN Women announces the launch of the FIRN Women Mentoring Program.

Mentoring has been shown to assist with career development and satisfaction (Kaur, 2015), and in particular “Mentoring may be one suitable approach to overcoming gender-related barriers and fostering the career advancement of female leaders.” It has been suggested that multiple (types of) mentors can be beneficial (de Janasz and Sullivan, 2004)

Who is this program for:

This program is open to women FIRN members who have a PhD and are at Level B or C. (FIRN institutions here: www.firn.org.au)

The program has two pillars

- Peer coaching
- Senior staff mentors

Peer Coaching

Purpose: to give you time to reflect on your career, goals, strategies and help your peer coach to do the same.

- You will be partnered with one (or two) other female academics, who are at the same level as you
- Your peer coach(es) will not be from your university
- Your peer coach(es) will probably not have the same research interest as you
- You will likely meet up electronically (Skype/Zoom/WeChat etc) for about an hour per peer coaching session
- Monthly meeting frequency is recommended (an absolute minimum of quarterly)
- FIRN Women will:
 - Partner you with a peer coach
 - Provide you with suggestions for discussion topics (optional – you can choose your own topics)
- You commit to:
 - Meeting with your peer coach monthly (at least once every quarter)
 - Reporting back to FIRN Women that you have met

Please read this article which explains what peer coaching is, and what to expect.

Senior Staff Mentoring

Purpose: to give you access to senior staff outside of your university for research feedback and mentoring:

- You will be partnered with (your choice of) senior staff member (Prof/Associate Prof) mentor at a different institution
- The mentor will be in your (broad) research area

- You get to give the mentor one piece of research to read, and have one meeting with them
- Twice per year
- You choose the format of your mentoring
 - Either
 - Provide a paper for feedback
 - Discuss an early stage idea with your mentor

You will also meet up with your mentor – this can be an electronic meeting

- FIRN Women will
 - Partnering you with a senior mentor (you will have some say in this)
- The senior mentor commits to
 - Reading your paper and providing feedback
 - Meeting with you one-on-one (likely electronically)
- You commit to
 - Providing your mentor with your paper
 - Managing your mentor i.e. scheduling meeting times, following up with them to get feedback

Further details

- This is a two-stage program. When you will need to participate in both layers, those who cannot confirm that they have met with their peer coaches will not be eligible for the senior staff mentoring.
- Program will start in April/May with peer coaches.
- Senior staff mentoring will become available from September.

**To register to be part of the program, please email Jacquie
j.humphrey@business.uq.edu.au**