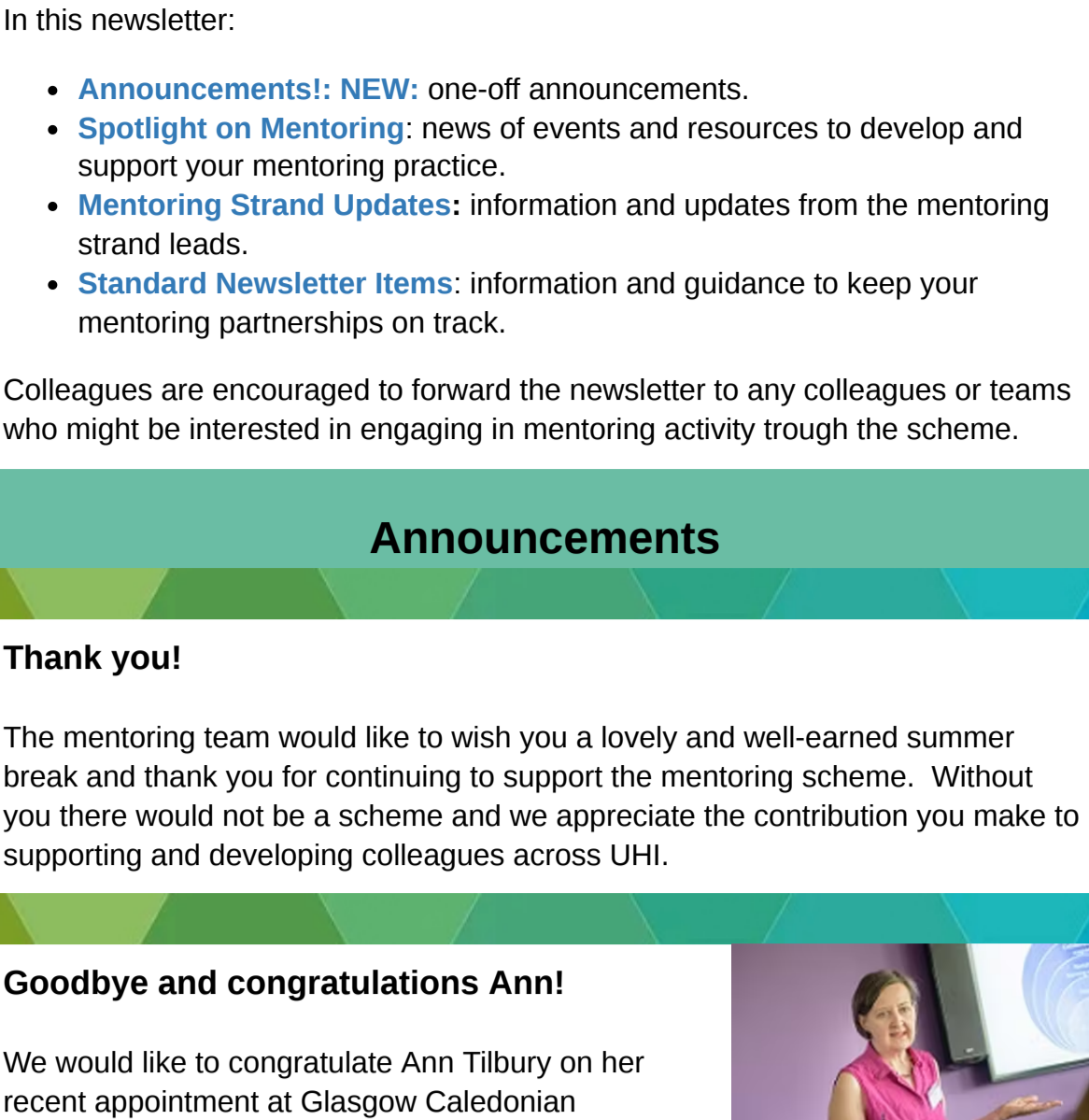


The University Mentoring Scheme

Quarterly Newsletter
Newsletter #3



This is a quarterly newsletter for colleagues who are registered as a mentor and/or mentee on the University of the Highlands and Islands (UHI) 'University Mentoring Scheme'. This new newsletter replaces the bi-monthly SUMAC emails, you can [unsubscribe](#) from the newsletter at any time.

In this newsletter:

- **Announcements!** **NEW:** one-off announcements.
- **Spotlight on Mentoring:** news of events and resources to develop and support your mentoring practice.
- **Mentoring Strand Updates:** information and updates from the mentoring strand leads.
- **Standard Newsletter Items:** information and guidance to keep your mentoring partnerships on track.

Colleagues are encouraged to forward the newsletter to any colleagues or teams who might be interested in engaging in mentoring activity through the scheme.

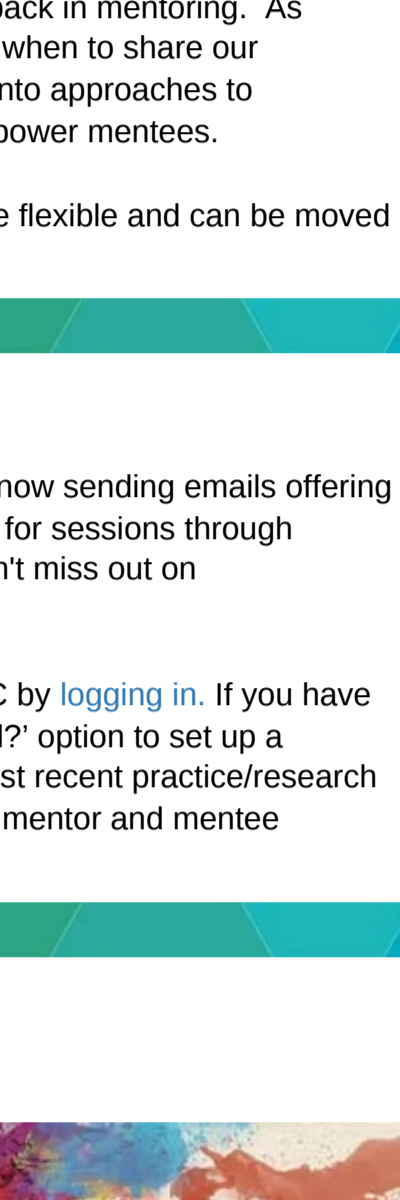
Announcements

Thank you!

The mentoring team would like to wish you a lovely and well-earned summer break and thank you for continuing to support the mentoring scheme. Without you there would not be a scheme and we appreciate the contribution you make to supporting and developing colleagues across UHI.

Goodbye and congratulations Ann!

We would like to congratulate Ann Tilbury on her recent appointment at Glasgow Caledonian University. Ann has worked at UHI for 12 years and has been leading the Learning and Teaching Enhancement Strand of the mentoring scheme since 2017. As well as developing and leading the strand Ann was instrumental in the co-authoring of the Mentoring Code of Practice and designing and delivering the Mentoring Residentials. We wish Ann all the best and thank her for all her leadership and support over the years.



Mentor evaluation: 2021-22



It is important that we evaluate the university mentoring scheme so that we can develop the support we provide colleagues in the scheme. As we come to the academic year, we invite all mentors who have mentored for the academic year to complete an online survey.

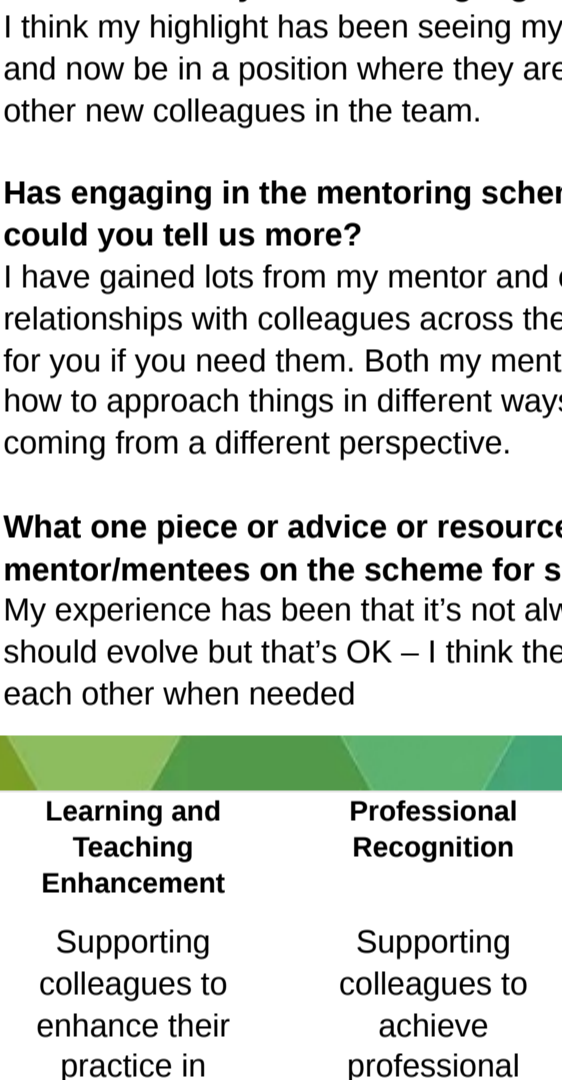
Please complete the BOS survey by clicking on the button below.

[Mentor Survey 2021-22](#)

Stepping back

The mentoring team will be using some of the summer break to update our mentoring strands. If you know that you have not been able to commit to mentoring, or that next semester you know you will need to take a break please can you let the strand lead know by emailing mentoring@uhi.ac.uk, including the strand(s) you wish to step-back from and approximately for how long. We recognise that colleagues will go through periods where they can not commit to mentoring, and we want to ensure that mentors and mentees do not feel overburdened with our emails and requests. If you step-back, we will continue to send the newsletter and general development opportunity emails (unless you opt-out) but will endeavour not to send emails about pairings and evaluation.

Spotlight on Mentoring



Mentoring Development

Over the last semester colleagues have come together to discuss and develop mentoring approaches through four interactive and developmental workshops. These workshops will run again in semester one with provisional dates below. It is recommended that colleagues attend all workshop as they are designed to build on knowledge from the previous session(s).

Mentor identity and competencies: Wednesday 21 September, 13:00 - 14:30
This workshop will explore the role of the mentor and begin to explore mentor competencies.

Defining goals: Wednesday 26 October, 10:00 - 12:00
It is important as mentors to take time at the beginning of the partnership to help the mentee define and refine the goals and to consider what is achievable and realistic. Coaching models can help with this task and this short workshop will explore some of these, giving the participants the opportunity to try some out in practice.

Building rapport & asking questions: Wednesday 23 November, 10:00 - 12:00
This workshop will see participants explore effective mentoring through listening and communication, building rapport and trust, and using questioning models to facilitate reflective conversations.

Giving feedback & sharing experience: Wednesday 7 December 12:00 - 13:00
This workshop will explore approaches to giving feedback in mentoring. As mentors considering our approaches to feedback and when to share our experience during mentoring will ensure we don't fall into approaches to mentoring which become mentor led which will disempower mentees.

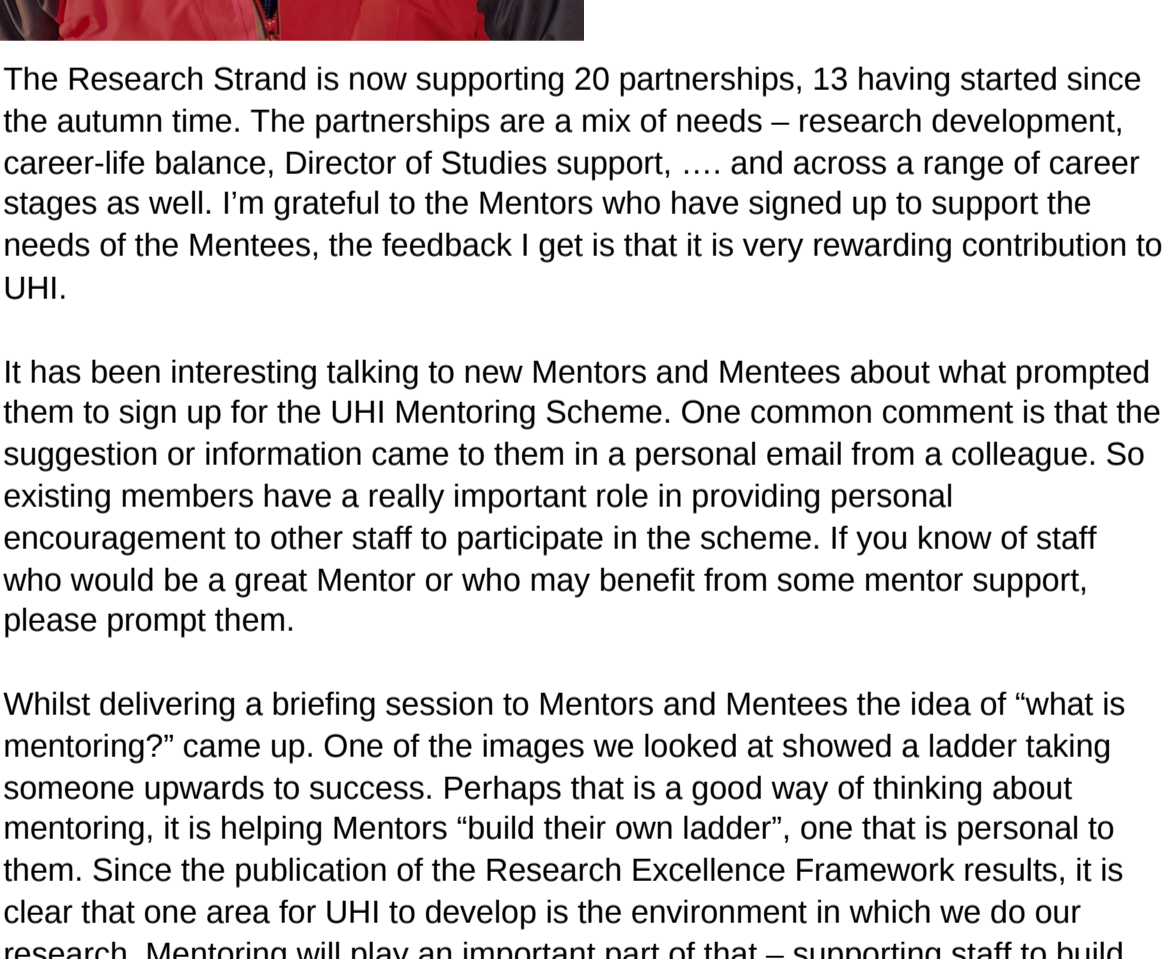
Please email lta@uhi.ac.uk to book a space, dates are flexible and can be moved to suit the majority of participants.

SUMAC

You may have noticed that the SUMAC providers are now sending emails offering updates and development sessions. You can register for sessions through [eventbrite](https://www.eventbrite.com) and you can also follow SUMAC so you don't miss out on opportunities.

You can update your mentor/mentee profile in SUMAC by [logging in](#). If you have not logged in before click the "forgotten your password?" option to set up a password. Keeping your profile updated with your most recent practice/research interests/recognitions will help us to make meaningful mentor and mentee pairings through SUMAC.

Tailored workshops



As well as the pre-mentioned workshops, the mentoring team offer tailored sessions at Academic Partner development days, events and conferences. As one of Ann's last contributions to mentoring, she facilitated a workshop session at the PAT Development Day on 14 June. The session promoted mentoring as both an additional support to staff in PAT roles across UHI and as a way of joining the university-wide community of mentors and mentees.

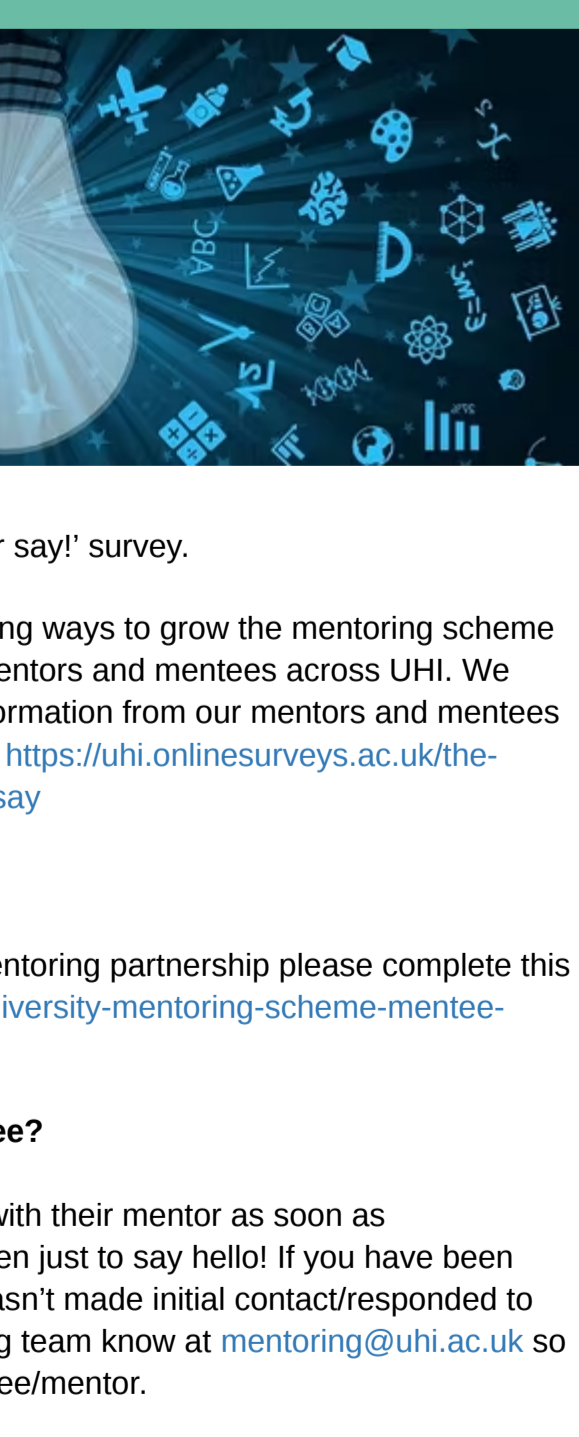
Alex will be facilitating a short workshop for colleagues at UHI Moray on the 17 August. Please look out for the programme to book a place on the workshop.

Get in touch if you would like a workshop for your own college and/or team. We can also run information sessions and recently presented at the University Research Conference.

Contact mentoring@uhi.ac.uk if you would like to discuss a tailored workshop.

Mentoring Residential

We are keen to explore if there is still an appetite for our two-day residential which we previously held in 2018 and 2019. The residential provides the opportunity to come together (previously in Inverness) to develop our mentoring approaches with internal and external facilitators, and to network with others engaged in mentoring through the mentoring scheme. Previously the LTA provided accommodation, evening meal and a contribution to travel and the residential was open for mentors to register. Should it go ahead, our next residential will be open to mentors and registered mentees who are interested in becoming mentors on the scheme. Depending on available resources, we would be looking to hold the residential again after the summer and possibly in August or December before/after teaching starts.

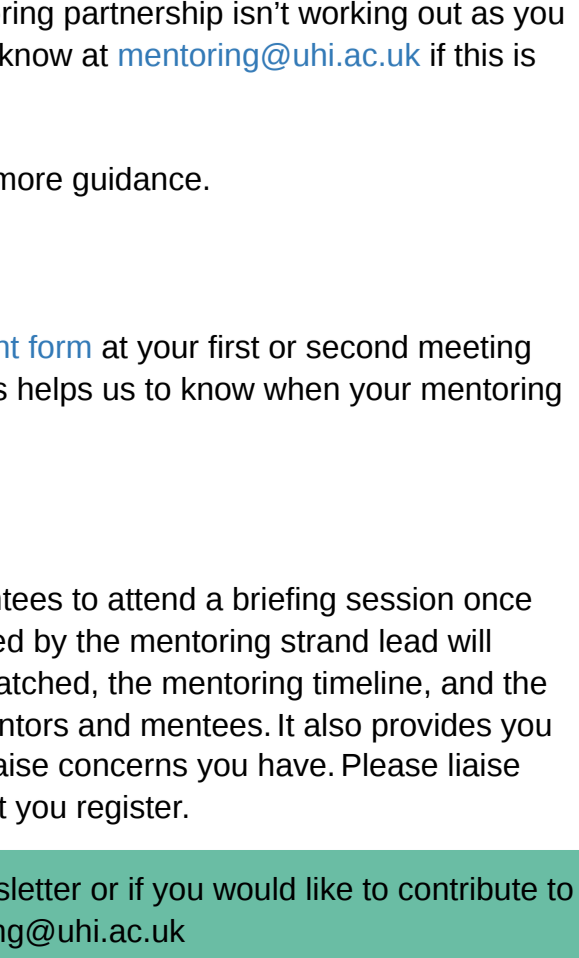


Please email mentoring@uhi.ac.uk if you would like to express your interest to attend so that we can explore planning the residential again next Academic Year.

"I really enjoyed everything about the mentoring residential. The new working links, the commonalities and of course the practical workshops have all been so helpful to me. I already have future plans – based on the two days, both pedagogically and professionally. Great stuff!" (previous participant)

Resource spotlight: Learning Journal

A learning journal charts the development of your learning and can move evaluation away from being performance led. As well as using a learning journal to charter your own mentoring journey as a mentor, it can also be used in mentoring partnerships to help your mentee work through challenging situations and encourage self-evaluation.



You can download a learning journal from the [Mahara UHI Mentoring group](#) under the 'files' menu option, or email mentoring@uhi.ac.uk and we can email you a copy.

Mentoring spotlight: Eilidh MacPhail

UHI Auroran and programme leader for BA (Hons) Geography and BA (Hons) Sustainable Development and their associated joint awards UHI Outer Hebrides

How did you first become engaged with the University Mentoring Scheme?
I first become a mentor when working with a new colleague in our team – I was aware of the scheme and thought it might help facilitate in the arrangement and give me some tips! I've since been a mentee and a mentor as part of the Aurora Programme.

What has been your mentoring highlight so far?
I think my highlight has been seeing my first mentee really come on in their role and now be in a position where they are the one offering advice and support to other new colleagues in the team.

Has engaging in the mentoring scheme led to any unexpected benefits, could you tell us more?
I have gained lots from my mentor and current mentee too-it's great to build these relationships with colleagues across the partnership and know that they are there for you if you need them. Both my mentor and mentee have helped me to see how to approach things in different ways - it's great to have a sounding board coming from a different perspective.

What one piece of advice or resource would you share with other mentor/mentees on the scheme for successful mentoring partnerships?
My experience has been that it's not always easy to know how the partnerships should evolve but that's OK – I think the most important thing is to be available for each other when needed

Learning and Teaching Enhancement	Professional Recognition	Research	Scholarship Development
Supporting colleagues to enhance their practice in learning and teaching, and supporting learning and teaching.	Supporting colleagues to achieve professional recognition in Learning and Teaching.	Supporting colleagues to undertake disciplinary research, publish and achieve funding.	Supporting colleagues to engage in scholarship activities to disseminate and share their own practice and expertise.
Register	Register	Register	Register

For general enquiries please email mentoring@uhi.ac.uk

Mentoring Strand Updates

Learning and Teaching Enhancement

Strand Lead: Debbie Wartnaby
debbie.wartnaby@uhi.ac.uk

New mentees have recently joined the strand and we are in the process of matching them with mentors and mentees and arranging one-to-one introductory sessions. Colleagues interested in developing their professional practice in any aspect of learning and teaching are invited to join the scheme at the link below. The strand currently has 79 members and 30 active partnerships.

Professional Recognition

Strand Lead: Alex Walker
alex.walker@uhi.ac.uk

This end of academic year update celebrates many successful outcomes from mentoring through the strand and acknowledges that there are also many colleagues engaged in the strand currently and working towards important professional recognitions. This year saw:

Four colleagues recognised with PFHEA fellowships from Advance HE with a small cohort working towards submitting in June this year. All four colleagues were recognised on first submission, a reflection on the support and mentoring provided during the application writing process.

18 UHI colleagues recognised with fellowships from Advance HE through the UHI scheme ALPINE, across the three categories of fellowships: Associate Fellow, Fellow and Senior Fellow. The fellowship of the HEA is an important HE sector standard recognition and valued at and beyond UHI for Higher Education learning and teaching.

A win in both the National Fellowship Scheme (NTF) and the Collaborative Award for Teaching Excellence (CATE), awards that recognise excellent practice in Learning and Teaching which are externally assessed and managed by Advance HE. In 2021 UHI were the only Scottish University to be awarded in both categories and was the first time that UHI had submitted applications for the awards. The strand is currently supporting 3 more colleagues and 1 team to submit to this year's awards.

Two colleagues recognised with Chartered Membership of the Association for Learning Technology and a number of colleagues working toward submitting.

Evaluation of these initiatives provide an insight into the value that applicants place on mentoring:

"* was an absolutely superb mentor and has been extremely supportive beyond our mentoring agreement, e.g. suggesting conferences for me to present at and publication opportunities (even before he knew I had won the award)."**
"The mentoring relationship was critical to going forward."

"My mentor was fantastic she was levelheaded and supportive and clearly very experienced in her role. She made my ALPINE journey enjoyable and has inspired me to become an ALPINE mentor"

Research

Research

Strand Lead: Professor Finlo Cottier
finlo.cottier@sams.ac.uk

The Research Strand is now supporting 20 partnerships, 13 having started since the autumn time. The partnerships are a mix of needs – research development, career-life balance, Director of Studies support, and across a range of career stages as well. I'm grateful to the Mentors who have signed up to support the needs of the Mentees, the feedback I get is that it is very rewarding contribution to UHI.

It has been interesting talking to new Mentors and Mentees about what prompted them to sign up for the UHI Mentoring Scheme. One common comment is that the suggestion or information came to them in a personal email from a colleague. So existing members have a really important role in providing personal encouragement to other staff to participate in the scheme. If you know of staff who would be a great Mentor or who may benefit from some mentor support, please prompt them.

Whilst delivering a briefing session to Mentors and Mentees the idea of "what is mentoring?" came up. One of the images we looked at showed a ladder taking someone upwards to success. Perhaps that is a good way of thinking about mentoring, it is helping Mentors "build their own ladder", one that is personal to them. Since the publication of the Research Excellence Framework results, it is clear that one area for UHI to develop is the environment in which we do our research. Mentoring will play an important part of that – supporting staff to build their own ladders to enhance our collective research experience.

Scholarship Development

Strand Lead: Dr Heather Fotheringham
heather.fotheringham@uhi.ac.uk

Our mentoring partnerships in this strand continue to support colleagues to develop their scholarship through writing, presenting, and reflecting on their practice. As this can be a 'slow burn' process, most partnerships within this strand last at least one year before reaching successful outcomes.

A recent example of this is Dr Rob Bray from Argyll UHI, a mentee on this strand, who has had an article accepted for publication in the Reflective Practice journal. Rob undertook research into the attitudes of UHI staff towards reflective practice in 2020-21. He was mentored by strand lead, Dr Heather Fotheringham and their mentoring partnership continued beyond the funding period to focus on the writing up of the research findings. Well done, Rob!

To support the work of this strand, a series of Scholarship Development events will be taking place in Semester 1:

- 14 September 2022: Blogging for teaching and research, Sigurd Towrie and James Moore from the University of the Highlands and Islands Archaeology
- 28 September 2022: [Developing an online presence](#) Dr Sam Oakley, University of Glasgow
- 05 October 2022: [Why Open Scholarship is good for you and your career](#) Hardy Schwamm, National University of Ireland, Galway

Next year we will also be re-running the introductory reflective writing session which received such positive feedback in November 2021 and following this with some longer sessions to develop participants' writing skills. Watch this space!

Standard Newsletter Items

Have your say!
There is still time to add to the 'Have your say!' survey.

The mentoring team have been considering ways to grow the mentoring scheme members and develop a community of mentors and mentees across UHI. We have created a short survey to gather information from our mentors and mentees that will help to inform these discussions. <https://uhi.onlinesurveys.ac.uk/the-university-mentoring-scheme-have-your-say>

Ongoing mentee evaluation

When you have reach the end of your mentoring partnership please complete this survey: <https://uhi.onlinesurveys.ac.uk/university-mentoring-scheme-mentee-feedback-2>

Haven't heard from your mentor/mentee?

Mentees should make the initial contact with their mentor as soon as possible once the match is confirmed, even just to say hello! If you have been matched with a mentee or mentor who hasn't made initial contact/responded to your contact then please let the mentoring team know at mentoring@uhi.ac.uk so that we can make contact with your mentee/mentor.

Haven't got a mentee/mentor?

We are working on building up our pool of mentees/mentors. When a suitable mentee becomes available we will match you and you will receive an automated email to confirm. If you have someone in mind that you would like to be matched with, and who might not be registered on the scheme, please let us know at mentoring@uhi.ac.uk. There are many great potential mentors at UHI who might not realise they have mentor potential, and we often have to invite registrations from individuals who we know would make great mentors!

Coming to the end of your mentoring match?

Please remember to inform the mentoring team at mentoring@uhi.ac.uk when you have reached the end of your mentoring partnership. It is important that we know so that we can update Sumac and terminate the partnership in the system. If you are a mentor, at this point if you find that you aren't able to mentor another colleague please let the mentoring scheme team know so that we can change your status to 'unavailable' in the sumac system.

Consider also exploring the other strands on the scheme and contact strand leads if you would like more information on another strand.

Struggling to reach the end....

Ideally, your mentoring partnership shouldn't last longer than 6 – 12 months (there are exceptions). By then goals agreed upon at the beginning of the mentoring partnership should have been reached, or your mentee should feel confident to work on reaching those goals. At the 3 or 6 month mark (or half way through the agreed time) arrange a 'progress update meeting' to explore the goals that were made at the beginning of the match (recorded on the [mentoring agreement form](#)) and agree to a date by which the mentoring match will come to an end and help the mentee consider how to either reach those goals in that time or identify the support they require after the match has come to an end.

Occasionally you may find that the mentoring partnership isn't working out as you and/or your mentee hoped, please let us know at mentoring@uhi.ac.uk if this is the case.

View the [Mentoring Code of Practice](#) for more guidance.

Mentoring Agreement Form

Please complete the [mentoring agreement form](#) at your first or second meeting and return it to mentoring@uhi.ac.uk. This helps us to know when your mentoring match began.

Briefing session

We strongly encourage mentors and mentees to attend a briefing session once registered on the scheme. This session led by the mentoring strand lead will explain how mentors and mentees are matched, the mentoring timeline, and the expectations and support available to mentors and mentees. It also provides you with the opportunity to ask questions or raise concerns you have. Please liaise with the mentoring lead for the strand that you register.

If you have any questions about this newsletter or if you would like to contribute to the next newsletter please email mentoring@uhi.ac.uk

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