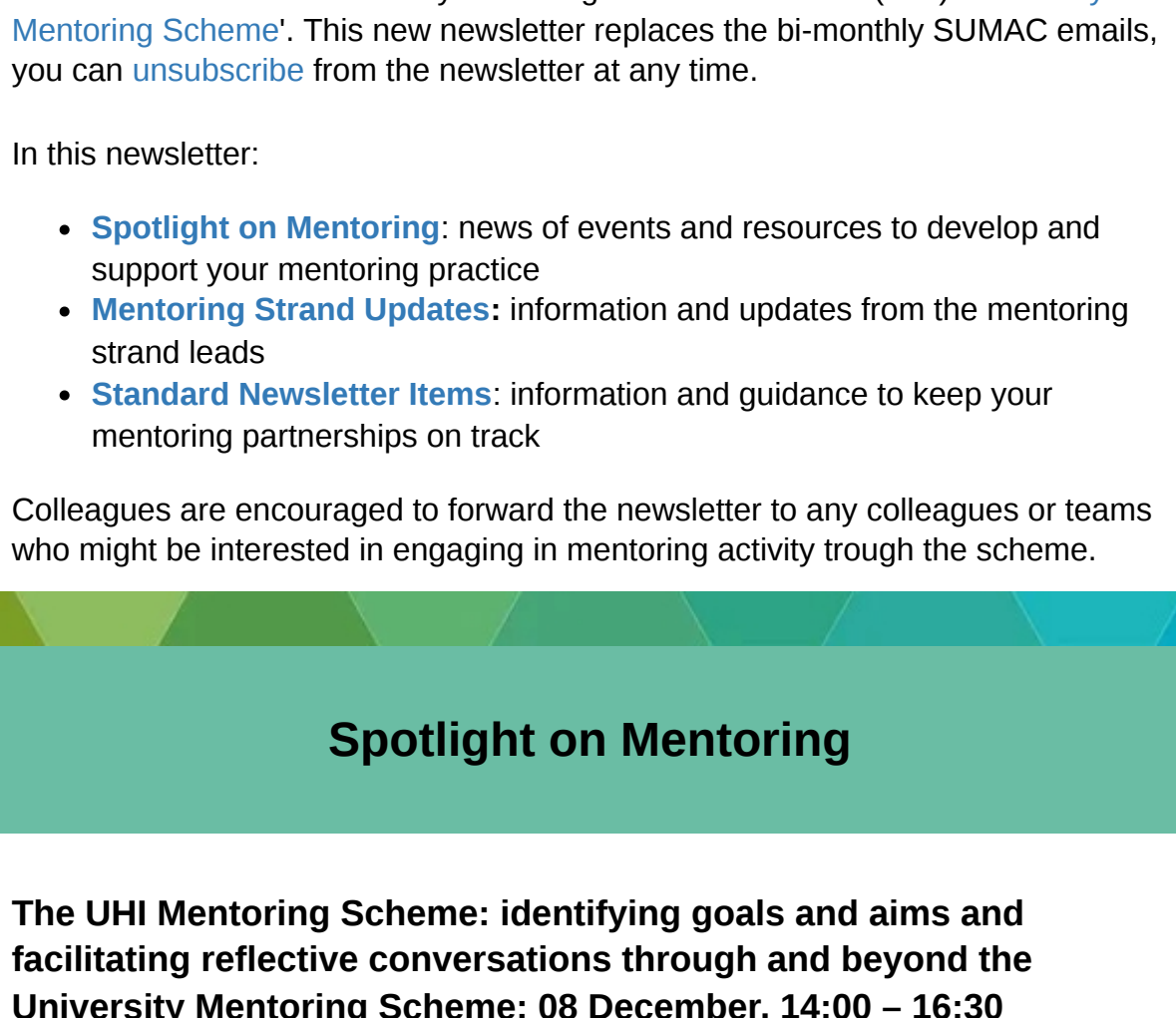


The University Mentoring Scheme

Quarterly Newsletter
Newsletter #1



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:

- **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.

Spotlight on Mentoring

The UHI Mentoring Scheme: identifying goals and aims and facilitating reflective conversations through and beyond the University Mentoring Scheme: 08 December, 14:00 – 16:30



This online participative workshop will explore how the University Mentoring Scheme can support colleagues through one-to-one partnerships to empower the mentee to reach their aims and goals with the support of a mentor.

The session will begin by exploring techniques for identifying initial goals and aims and how mentors can facilitate this. Participants will then explore effective mentoring through listening and communication, building rapport and trust, and using tools and techniques to approach reflective conversations and feedback.

Participants will have the opportunity to work in pairs to discuss and try approaches to mentoring and will be provided with further resources to explore beyond the workshop.

[More information and to book your place](#)

Resource spotlight: Seven coaching conversations

Applicable to both coaching and mentoring, David Clutterbuck (2006) states that there are some reflective questions that both mentors and mentees can ask themselves before, during, and after the mentoring meeting to encourage evaluation and gain personal insight.



Download the resource [here](#) and use in your partnership!

Scholarship spotlight: Blog post: Using Synchronous Technologies in a Distributed University to Support Mentoring



This blog post explores how synchronous technology can be harnessed in mentoring schemes to support reflective mentoring conversations and develop practice, research, leadership and scholarship. This blog was written as part of [Spotlight on Mentoring Month](#).

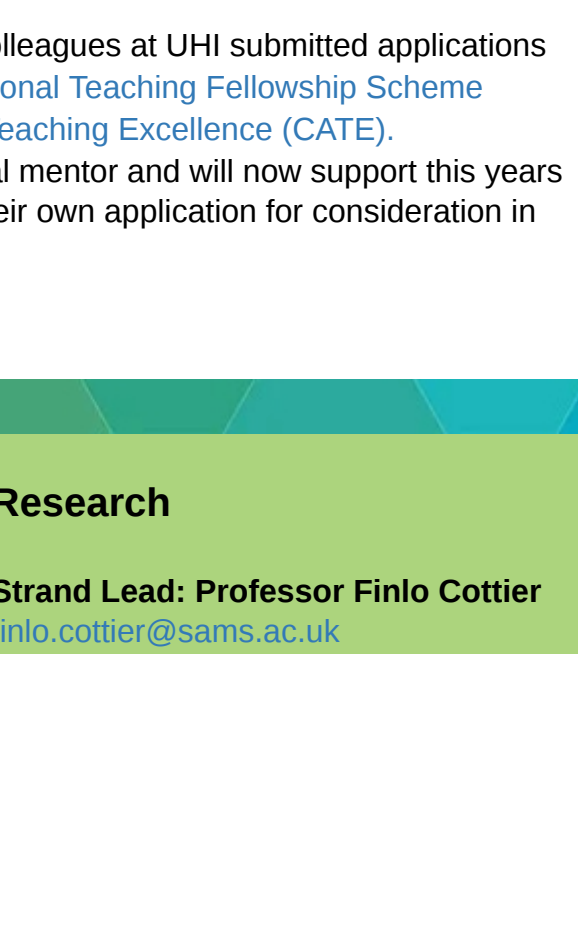
Mentor spotlight: Dr Kerry Hannigan, Programme Leader, Perth College UHI

How did you first become engaged with the University Mentoring Scheme?

Through the successful completion of my own application for Advance HE HEA Senior Fellowship through ALPINE.

What has been your mentoring highlight so far?

Building relationships/networking with colleagues and seeing examples of good practice that takes place across the UHI in relation to leadership and approaches to learning and teaching.



Has engaging in the mentoring scheme led to any unexpected benefits, could you tell us more?

Being a mentor has led me to become even more reflective of my own practices. It has also increased my own confidence and motivated me to continue to develop my leadership and teaching practices. Mentoring others has also allowed me to expand my thinking and to consider alternative approaches to learning and teaching that I would not previously have considered.

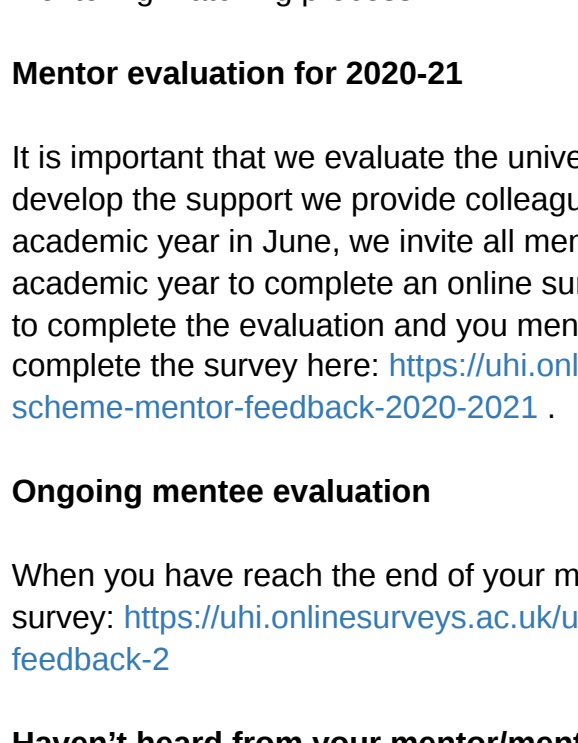
What one piece or advice or resource would you share with other mentor/mentees on the scheme for successful mentoring partnerships?

- For mentors, be approachable, supportive, and flexible.
- For mentees, be open to feedback and take on board the advice from your mentor.
- For both – engage with each other and ensure you set aside time to do this (it shouldn't be a quick 5-minute chat because one or both have a busy schedule).
- For ALPINE mentoring - be knowledgeable and familiar with the 'UKPSF Dimensions of the Framework' document: <https://www.advance-he.ac.uk/knowledge-hub/dimensions-framework>

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 more enquires please email mentoring@uhi.ac.uk

Mentoring Strand Updates



Learning and Teaching Enhancement

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

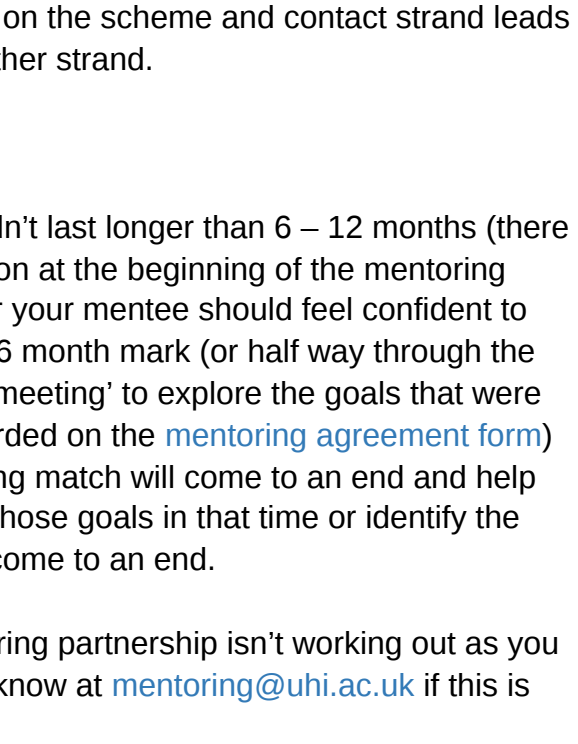
Six new mentees have recently joined the learning, teaching and enhancement strand as part of their successful application to participate in the Aurora Programme in 2021-22. We are currently in the process of matching mentees to mentors and arranging one-to-one introductory sessions. This strand of the mentoring scheme was also raised at the recent Educational Leadership Symposium, to encourage those interested in engaging in educational leadership development to register for the strand.

Colleagues interested in developing their professional practice in any aspect of learning and teaching are invited to join the scheme. The scheme currently has 71 members and 27 active partnerships.

Learning and Teaching Enhancement

Professional Recognition

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



External recognition: The strand has recently supported a small number of UHI colleagues to successfully submit applications to Advance HE for Principal Fellowship of the HEA from Advance HE. Mentoring through the strand has also seen colleagues at UHI submit to ALT (Association for Learning Technology) for CMALT accreditation.

External collaborations: Colleagues at UHI have been supporting colleagues at the Royal University of Bhutan (RUB) through several mentoring strands. This has included through [scholarship development](#), mentoring for women engineering academics and ongoing mentoring to support twelve RUB colleagues to submit applications to Advance HE for HEA Fellowships across Fellow and Senior Fellow categories. More information on this project can be [found here](#).

Internal pathways to recognition: The strand has continued to support colleagues seeking HEA Fellowships from Advance HE through the internal framework ALPINE. In total, to date 147 colleagues have achieved Fellowship through ALPINE since it was introduced in 2016, across Associate Fellow, Fellow and Senior Fellow categories. More information on who has been [recognised here](#).

Teaching Excellence Awards: In March colleagues at UHI submitted applications for consideration for the Advance HE [National Teaching Fellowship Scheme \(NTFS\)](#) and the [Collaborative Award for Teaching Excellence \(CATE\)](#). Colleagues were supported by an external reviewer and will now support this year's nominees through the strand to submit their own application for consideration in March 2022.

Professional Recognition

Research

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

Finlo has been in the role of lead for the Research Strand for a few weeks now. Over the next months he will be talking about Research mentoring in various fora to try and encourage more mentors to sign up – lack of research mentors is our biggest hurdle at the moment so if you know someone who you think would be a great mentor please ask them to sign up.

One area where research mentoring will be supporting our postgraduate community is through the mentoring of new PhD Directors of Study. We'll be looking for existing mentors to come forward to support that stream of mentoring.

Research Mentoring

Scholarship Development

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

This strand continues to support colleagues wishing to develop their scholarship, through activities such as:

- Blogging,
- Reflective practice
- Evaluation
- Conference presentation

We have a small number of mentors and mentees on this strand including partnerships supporting colleagues who were awarded LTA Scholarship Funding. In the last year these have led to a [successful publication for Mandy Haggith](#) in Scottish Forest, and Rob Bray presented [his research](#) at the AdvanceHE annual conference (and then blogged about it [here!](#)). Mentoring within the Scholarship Development strand has also supported colleagues at UHI and at the Royal University of Bhutan to publish in Open eBooks:

- [Gender equality and representation within and beyond the University of the Highlands and Islands : A book in celebration of International Women's Day 2021](#)
- [Bhutan: Ways of learning and teaching](#)

Our accompanying Scholarship Development events programme also helps colleagues to take the first steps into scholarship and we have held successful sessions on 'first steps to conference presentation' and 'presentation skills'. Forthcoming events include:

- [Reflective writing](#): 11 November 2021
- [Communicating to a non-specialist audience](#): 02 December 2021

Following the events interested colleagues can also seek mentoring to develop presentation skills and confidence in presenting.

Scholarship Development

Standard Newsletter Items

Keeping your SUMAC mentoring profile up-to-date

You can update your mentor profile at any time by logging into SUMAC <https://sumac.ac.uk/>. If you haven't logged in before then select 'forgotten' password which will prompt you to set up a password. From the dashboard, you can update your profile and see who you are partnered with. Contact mentoring@uhi.ac.uk if you need any help. An up-to-date profile will help with the mentoring matching process.

Mentor evaluation for 2020-21

It is important that we evaluate the university mentoring scheme so that we can develop the support we provide colleagues in the scheme. At the end of each academic year in June, we invite all mentors who have mentored for the academic year to complete an online survey. If you missed the email inviting you to complete the evaluation and you mentored last academic year, please complete the survey here: <https://uhi.onlinesurveys.ac.uk/university-mentoring-scheme-mentor-feedback-2020-2021>.

Ongoing mentee evaluation

When you have reached 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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