

## **Mentoring Scheme For Academics In Public TEIs**

### **Objective**

The aim of the Scheme is to pair experienced academics (mentors) with colleagues who are at an early research career stage (mentees) to work on a research project which will eventually build research and supervisory capability within the institution.

The research project shall be driven by senior experienced researchers at the level of Professor/Associate Professor/Senior Lecturer and shall include at least two academic staff at lecturer level and at least one MPhil/PhD student.

The objectives of the Scheme will be to support research projects having a strong mentoring component for emerging researchers that will enhance the latter's' research capability through the following:

- Sharing of knowledge and experience;
- Guidance and support in developing research skills;
- Participation in supervisory process and developing supervisory skills;
- Academic and peer networking;
- Assistance in translating PhD work into publishable materials;
- Enhancing capability to secure funds to undertake research and explore new ideas.

### **Financial Provision**

An amount of MRU 5.0 m will be budgeted annually.

### **Conditions/Criteria**

The grant is limited to a maximum of MRU 0.5 m per research project, the duration of which should not exceed 3 years and will be subject to the following conditions:

- The mentee should be an academic at the level of lecturer, employed on a permanent and pensionable basis.

- The mentor should be actively involved in research and has a track-record of publications in peer-reviewed journals.
- The mentor has successfully supervised at least 1 MPhil/PhD student towards the award of PhD.

### **Implementation Modalities**

- Applications for funding under the above Scheme will be processed by the Commission through Calls for Proposal, launched at the start of the financial year.
- If after the first Call for Proposal, the budget is not fully utilised, a second or third Call for Proposal may be launched
- Academics will be invited to submit their research project(s) (including name of the researchers – mentors and mentees). Each research project must be supported by a clear and detailed description of the objectives, the methodology to be adopted, the activities planned for the mentees, timetable/ Gantt Chart, Annual implementation plans including Targets, budget and performance indicators to be able to report progress on a regular basis through their Head of Faculty/School to the Head of Institution which will prioritise and send same to TEC.
- The Technical Committee at the level of the Commission will evaluate all submissions and make recommendations to the TEC Board, for approval. All decisions taken by the TEC Board are final.
- The grant will be paid directly to the institution
- The mentor will submit regular progress reports during the implementation of the project

### **Funding Mechanism**

- Once the approval of the TEC Board is obtained, the grant will be released to the institution in accordance with the expenditure plan for the project. Ten per cent of the value of the grant will be released at the end of the project subject to the submission of final report to the Commission.

### **Expected Outcome**

- Career and succession planning for junior academic and researchers;
- Increased awareness of research challenges and how to manage same;
- More trained researchers and research supervisors;
- Development of research skills;
- Extended professional network by mentees;
- Shared knowledge and insight;
- Enable the next generation of supervisors for MPhil/PhD research.

### **Mandatory Outcome**

- Publish at least one paper in a peer reviewed journal
- Dissemination of research results to the public at large.

### **At the End of the Research**

- The mentor will submit through the Head of Institution a full report of output/outcome of the research to the Commission.