

Mentoring Young Researchers

Introduction followed by group work and plenary

Prof. Ragnhild Brøvig, PI at RITMO

Mentor Programs at CoEs

Based on the evaluation forms:

- **Three centres have implemented mentor programs** (RITMO, PRIMA, and CREATE)
- Additionally, **two centres have implemented career planning support** (RoCS and HTH)
- **Most** of the remaining centres **plan to implement** either mentorship programs, career planning support, or both

Background

- Career support for early career researchers – emphasized by several national and international institutions and organizations (e.g. EU/LERU [The League of European Research Universities], NOR-CAM (Norwegian Career Assessment Matrix), RCN, and UiO).
- Centres of Excellence initiative (2018) – KUPP (Karriereutvilingspilotprogram – 8 SFFs)

MultiLing's mentor program

- Detailed guidelines were developed (important for its success):
 - The postdoctoral fellows could choose an international or national expert in their field as a mentor.
 - Contracts which made obligations and expectations clear were signed: mentors received a small fee 10 000 NOK per year, the Center would support two trips to/from Norway
 - Mentors came to Norway (often week-long stays)
 - Fellows visited their mentor
 - Fellows went on longer research stays at their mentor's University
 - In addition: Fellows organized workshops where they invited their mentors
 - Otherwise: online meetings
- The mentors were excellent advisors not only on academic topics, but also in terms of career planning.



Photo: Seyed Hadi Mirvahedi

MultiLing's mentor program

- Background: UiO's mentor program is only for female fellows
- MultiLing's mentor program was developed after the first two/three years – we wanted a program for *all* our postdoctoral fellows (equally necessary for all – intersectionality: many ways in which one may be “disadvantaged”).
- The program was initiated by the fellows and developed jointly with the research administration and leadership at the Center
- Very important to involve the fellows in the process!



Photo: Nadia Frantzen

RITMO – Considerations

1. Prioritization
2. Role of the mentor
3. Type of mentor
4. Qualifications and Training
5. Voluntary or Mandatory
6. Recruitment of Mentors



Presentation of

RITMO'S CAREER DEVELOPMENT PROGRAMME



01

BACKGROUND

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- RITMO – CDP

01

BACKGROUND



02

STRUCTURE

1. Mentoring

2. Workshop Modules

3. External Courses

4. Documentation

02

STRUCTURE

Each researcher is assigned a personal career mentor (other than their academic supervisor). The mentor is chosen from a pool of senior researchers at RITMO working within a relevant discipline.

MENTORING

The researcher and mentor meet regularly. Together, they map the researcher's career goals, make a personalised career development plan, and identify areas to develop and improve. The Career Development Form is a tool developed by RITMO to aid the researcher and the mentor in their work. The form helps visualise the researcher's goals and what actions are needed to reach those goals.

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STRUCTURE

Career development form

RITMO CAREER DEVELOPMENT PROGRAMME	CURRENT SKILLS			PLAN FOR NEW SKILLS	
	Competence (high/low)	Describe Training/ Experience achieved + date	Documentation exists (yes/no)	My priorities DO	Plan for achieving these new skills
Academic communication skills					
Academic writing/academic english					
Presentation skills and public speaking					
Popular dissemination of research / social media for researchers					
Research funding					
Grant application writing experience					
Knowledge about funding opportunities within and outside academia					
Other academic skills					
Teaching					
Supervision					
Data management (including data privacy)					
Peer Reviewing					
Transferable skills					
Time management					
Team and collaboration skills					
Networking skills					
Ethics at the workplace					
Project management					
Administrative experience					
Tools (i.e. Ref/cit, programming, statistics, data analysis) (please fill in)					

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STRUCTURE

WORKSHOP MODULES

A workshop is organised each semester. External speakers with expertise in the relevant topic are invited, and we also draw on the knowledge of senior researchers and advisers at RITMO and the University of Oslo. There are six circulating workshop modules, which are focused on both academic and generic skills

02

STRUCTURE

Our six circulating workshop modules



Team and collaboration skills;
Ethics at the workplace



Project management



Time management;
Career planning



Alternative career paths/
Careers outside of academia



Obtaining funding



Dissemination and
presentation skills

02

STRUCTURE

Our six circulating workshop modules



Team and collaboration skills; ethics at the workplace

This module focuses on communication skills and collaboration with people with a variety of backgrounds (in terms of disciplines, methods, culture, etc.) and different personalities and opinions.¹⁾

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STRUCTURE

Our six circulating workshop modules



Project management

This module seeks to strengthen the researcher's competence in preparing and developing project plans – including designing a project, making a realistic timeline, and overcoming setbacks. Experienced project leaders are invited to share their insights.

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STRUCTURE

Our six circulating workshop modules



Time management and career planning

The focus in this module is on personal time management, workflow, prioritisation, and work/life balance, as well as strategic career planning.

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STRUCTURE

Our six circulating workshop modules



Alternative career paths / careers outside academia

This workshop aims at highlighting valuable transferable skills that are developed during their time at RITMO. People from the industry- or private sector with relevant academic backgrounds are invited as speakers.

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STRUCTURE

Our six circulating workshop modules



Obtaining funding

This module seeks to assist the researchers in preparing project plans and grant applications. The workshop also provides information about where and when to apply and points them to other more specific external workshops relevant to the topic.

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STRUCTURE

Our six circulating workshop modules



Dissemination and presentation skills

This module covers topics such as data visualisation, dissemination strategies, public speaking, and how to use web- and social media.

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STRUCTURE

COURSES

In addition to the workshops organised by the programme, the researchers are encouraged to attend other relevant courses and document them systematically. The mentor works with the researcher to find courses that are relevant for their career goals. These courses may be organised by the University of Oslo, the Research Council of Norway, and other relevant organisations.

Some examples include:

Course	Type of course
Teaching and Learning in Higher Education/Universitetspedagogisk basiskompetanse	Teaching, pedagogy
SV9107 International Publishing (2 ECTS, Norwegian)	Publishing
Writing course for scientists with Forskning.no	Communication
Introduction to R and RStudio	Statistics
PhD candidates and stress	Stress management

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STRUCTURE



DOCUMENTATION

One aim is that RITMO will help the early career researchers to document their generic skills systematically. It is increasingly being required to provide documentary evidence when applying for jobs. However, such documentation is not always easy to obtain. Each of the researchers completing RITMO's Career Development Programme will receive documentation consisting of a cover letter, a diploma, a transcript of completed workshops and courses, and a list of transferable skills (see Appendix). This information may be used when applying for positions within and outside academia. The reason for including the transferable skills document is that it is important that employers outside academia recognise not only the academic achievements but also the broader set of generic skills and competencies gained at RITMO.

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DOCUMENTATION



DIPLOMA

RITMO Career Development Programme

We hereby confirm that

_____, born, _____

has participated in the Career Development Programme at
RITMO Centre for Interdisciplinary Studies in Rhythm, Time and Motion
at the University of Oslo from _____ to _____

See the attached form for a detailed transcript.

Olav Eide
RITMO

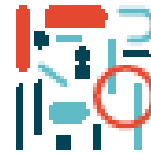
RITMO

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DOCUMENTATION

TRANSCRIPT

RITMO Career Development Programme



NAME:
MENTOR:

_____, born _____, participated in the following workshops and training sessions at RITMO Centre for Interdisciplinary Studies in Rhythm, Time and Motion at the University of Oslo.

RITMO Career Development Programme Workshops

Date	Title	Description

Other activities at RITMO

Date	Title	Description

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DOCUMENTATION

TRANSFERABLE SKILLS



As a Doctoral Research Fellow at RITMO, NN has acquired skills that are transferable to many jobs and careers outside academia. In this document we highlight some of the skills that NN has developed at RITMO.



Research skills and critical thinking

- Identify relevant research questions and determine the best approach(es) to finding answers to the questions
- Find, understand, and synthesise large amounts of data
- Approach problems creatively and systematically
- Identify links between ideas, theories, and methods
- Evaluate arguments critically



Written and oral communication

- Write effectively in different formats
- Speak in front of different audiences
- Present complex ideas in a pedagogical manner
- Make use of different dissemination channels



Project management, organisational skills, administrative skills

- Design a project
- Make a realistic project timeline
- Overcome deadlines and setbacks



Interdisciplinary, collaboration, diversity, and ethics

- Collaborate, both internally and externally, in an international and interdisciplinary research environment
- Create networks with relevant partners
- Reflect on and promote ethics and diversity at the workplace

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DOCUMENTATION

To whom it may concern

Date 2. June 2021

Career Development Programme at RITMO

Every doctoral and postdoctoral research fellow at RITMO-Centre for Interdisciplinary Studies in Rhythm, Time and Motion is enrolled in RITMO's tailored Career Development Programme.

The programme aims to strengthen the fellows' skills and broaden their experiences relevant to various career paths both within and outside of academia. Moreover, the programme helps them to recognise their transferable skills and document them in a systematic way. Each fellow is assigned a personal career mentor (in addition to their academic supervisors) who helps them map their career goals and make a personalised career development plan. The career mentor is a RITMO faculty member working within a relevant discipline.

The Career Development Programme training consists of a series of thematic workshops focused on both academic and generic skills. In addition, the mentors assist the fellows with finding courses through which they can acquire relevant skills and knowledge depending on their individual needs.

Please find attached a diploma and transcript of RITMO's Career Development Programme, as well as a description of transferable skills that they have likely gained through their time at RITMO. These documents provide further details about the individual fellow's completed workshops, courses, and other activities.

Sincerely yours,

Head of Administration



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DOCUMENTATION

Group Discussion

1. What should the role of a mentor be?
2. How can we enhance the mentoring skills of the mentors?
3. What type of mentor do we want (e.g. internal or external, within or outside our field)?



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