

FRIB-TA Mentoring Program

May 2023

The FRIB-TA is committed to the success of its junior faculty and recognizes that mentoring is an important component in faculty development. FRIB-TA fellows and bridges have the opportunity to be mentored by members of the FRIB-TA board.

Goals

- Provide support to junior theorists to learn about standard procedures;
- Ensure productivity, visibility and creativity of the junior theorist;
- Enhance opportunities for success of the junior theorist in advancing through the ranks;
- Identify issues regarding the development of junior theorist early;
- Increase retention of junior theorists;
- Create community amongst junior and senior theorists.

Description

The FRIB-TA mentoring program relies on a formal mentor and mentee match. Shortly after the start of their appointment, the junior theorist picks a mentor from the current FRIB-TA board, in consultation with the FRIB-TA managing director. Role of the formal mentor

Role of the mentor: Any FRIB-TA board member can serve as formal mentor. The mentor develops a relationship with the mentee, providing advice and guidance in a variety of issues including university/laboratory policies, best practices in the field and advancement of the mentee's career. The mentor helps the mentee in developing their own mentoring network, establishing useful connections. The mentor also provides advice when the mentee prepares the materials for the annual review process. The frequency of mentoring meetings should be agreed upon in the first meeting and should be at least twice a year.

Role of the mentee: Mentees are all junior theorists occupying FRIB-TA fellow and bridge positions. Mentees should pick a formal mentor within the first month after the start of their appointment in consultation with the FRIB-TA managing director. Mentees are responsible for creating their own mentoring network and are encouraged to discuss their network with their FRIB-TA mentor. Mentees seek for advice from their network whenever necessary and prompt

the mentor to meet when issues arise. Mentoring is part of the conversation of the mentees during their annual review. If the match is not working, a new mentor should be found.

Duration of mentoring program

The mentoring program is officially offered during the time the junior theorist is affiliated with FRIB-TA. However, often the mentor/mentee relationship is extended beyond period. If the match is not working, a new match should be arranged. This can be done by mentor or mentee at any point in time.

Conflict of interest

To avoid conflict of interest, FRIB-TA managing director should not serve as mentor to theory fellows and bridges.