



# The Deakin University Developing Research Leaders Program



Presentation by  
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# Outline

1. About the DRL Program
2. Participant data
3. Some preliminary outcomes
4. What worked?
5. Recommendations






# 1. About the DRL Program





# Aims

-  Assist mid-career researchers (MCRs) to improve their research performance
-  Support and increase networking and cross-disciplinary collaborations
-  Embed quality research mentoring in Deakin's research culture



# Program design

- 🌸 Four Faculty-based mentoring programs
- 🌸 Duration: 18 months
- 🌸 Self-nomination of Mentees
- 🌸 Mentees matched with senior researchers (A/Prof or Profs)
- 🌸 Recommended minimum number of mentoring meetings: 6 – 7
- 🌸 Research retreats and seminars



## Programs and duration

Program	Duration
Faculty of Business & Law	August 2008 – May 2010
Faculty of Arts & Education	March 2009 – October 2010
Faculty of Science & Technology and ITRI	August 2009 – April 2011
Faculty of Health, Medicine, Nursing & Behavioural Sciences	April 2010 – October 2011



## Mentees: criteria for selection

For the Developing Research Leaders (DRL) Program, mid career researchers are defined as staff who:

are **five years post completion of their doctorate** and/or **have been employed in an academic role for five or more years;**

have **well established research skills and a reasonable track record in research** on which the mentoring can build.

# Mentors: identifying and matching

## How were Mentors identified?

- 🌸 Senior researchers invited to volunteer & provide CV
- 🌸 Analysis of research outputs and profiles of professoriate
- 🌸 Mentee preferences and suggestions
- 🌸 Recommendations of Selection Panel (ie ADR, AHRs etc)
- 🌸 Input from Heads of School, Deans, DVC(R) and other senior researchers.

# Mentors: identifying and matching

## How were Mentors and Mentees matched?

- ✿ Against research objectives identified by mentees
- ✿ Mentee preferences and suggestions
- ✿ Recommendations of Selection Panels
- ✿ Mostly one-to-one but some triads



## 2. Participant data



## Number of Mentees and Mentors by Program

Program	Mentees	Mentors	Total
Faculty of Business & Law	17	17	34
Faculty of Arts & Education	25	23	48
Faculty of Science & Technology and ITRI	15	15	30
Faculty of Health, Medicine, Nursing & Behavioural Sciences	18	16	34
<b>Total</b>	<b>75</b>	<b>71</b>	<b>146</b>

## Mentees: number of applications and selection outcomes

Program	Applicants	Accepted	% Accepted
Faculty of Business & Law	21	17	81%
Faculty of Arts & Education	41	25	61%
Faculty of Science & Technology and ITRI	20	15	75%
Faculty of Health, Medicine, Nursing & Behavioural Sciences	31	18	58%
<b>Total</b>	<b>113</b>	<b>75</b>	<b>66%</b>



# Demographics

## Gender

- 53.3% of Mentees are women
- 63.2% of Mentors are men

## Age

Average age of Mentees per Program ranges from 40 to 47 yrs

## Years at Deakin

- For Mentees. The average number of years at Deakin is 9
- The number of years ranges from 1 year 7 months to 24 years 7 months

## Level

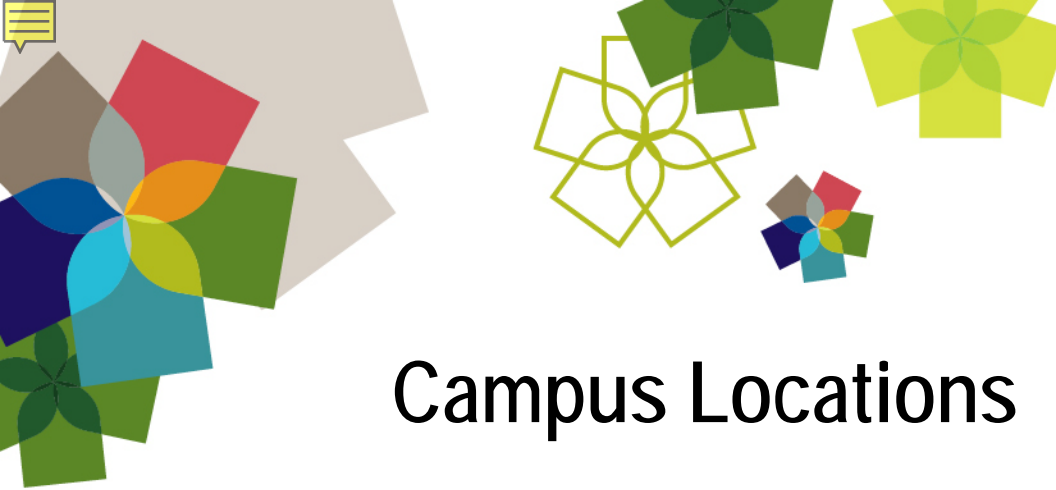
- The majority of Mentees entering the Program (61.3 %) were at Level C
- The majority of Mentors (64.8 %) were at level E or above

## Type of Position

- 89% of Mentees hold T&R positions
- 10.7% hold RO positions

## Mentors: same or different School, Faculty or University

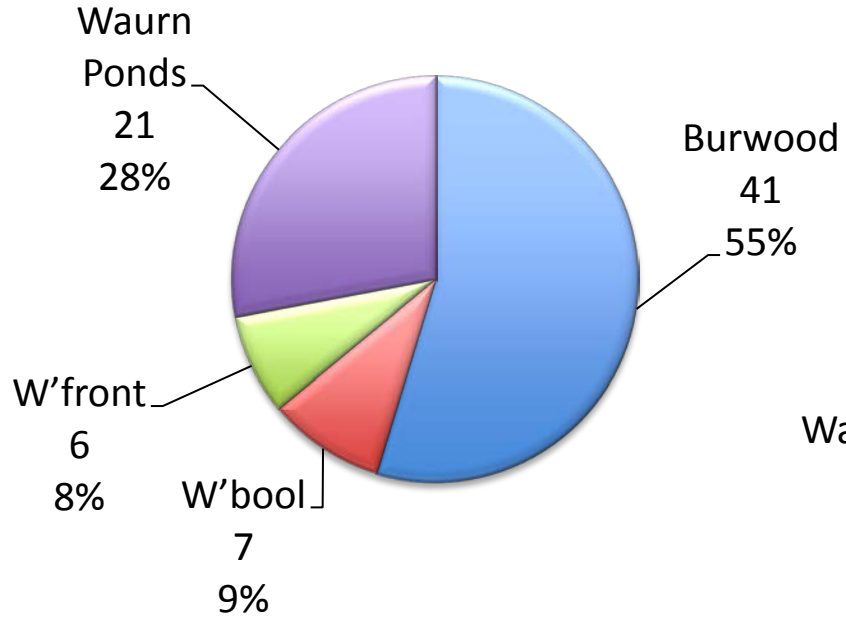
Faculty Program	Same School	Same Faculty	Deakin	External	Total
Business & Law	3	4	6	4	17
Arts & Education	10	9	4	2	25
Science & Technology/ ITRI	5	1	6	3	15
HMNBS	8	9	0	1	18
<b>Total</b>	<b>26</b>	<b>23</b>	<b>16</b>	<b>10</b>	<b>75</b>
<b>% Total</b>	<b>34.7%</b>	<b>30.7%</b>	<b>21.3%</b>	<b>13.3%</b>	



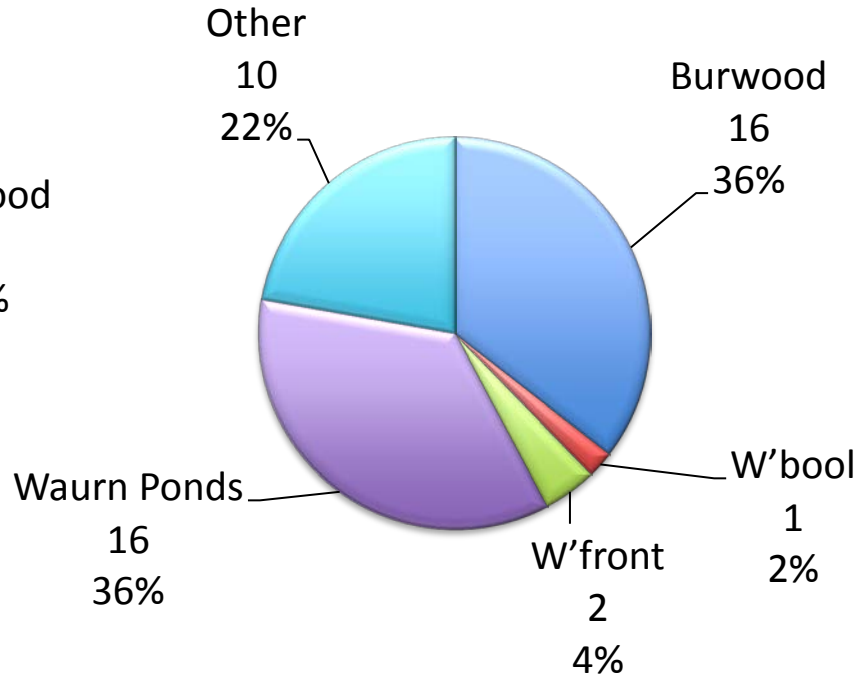
# Campus Locations

50.7% (38)  
of all pairs on the same  
primary campus

## Mentee Locations



## Mentor Locations





### 3. Some preliminary outcomes





## Some preliminary outcomes

### Clearer research focus and direction

*The main achievement for me was being able to bring my research into the forefront and giving it greater priority. (Mentee)*

*The most significant development for me was developing research themes. (Mentee)*

### Development of longer term research plans

*The program encouraged me to feel that I can take a more formal approach to my [research] career rather than a serendipitous one. (Mentee)*



# Some preliminary outcomes

## Research collaborations

*I gained an OSP Grant and used it to create links with people in France ...and Turkey. (Mentee)*

## Publications

*I think I have a clearer idea about the quality of publications I should target. (Mentee)*

*My main achievement while on the program was publishing 18 papers. (Mentee)*

# Some preliminary outcomes

## Grants

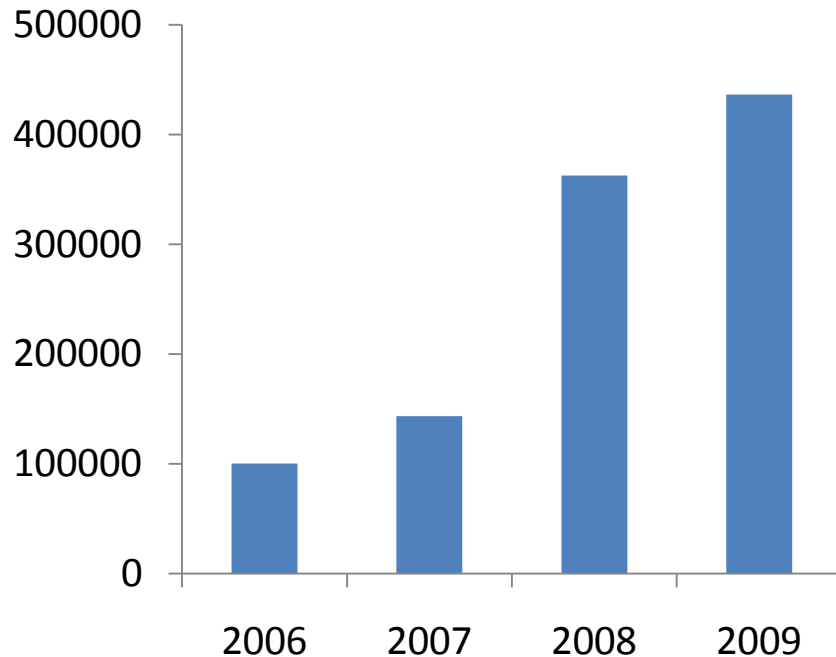
*The Program helped to develop a commitment with industry and work as part of a team on publications and grant applications. I managed with a large organization to get a \$100K research grant. The project was well received by industry and they in turn supported my ARC applications.*

(Mentee)

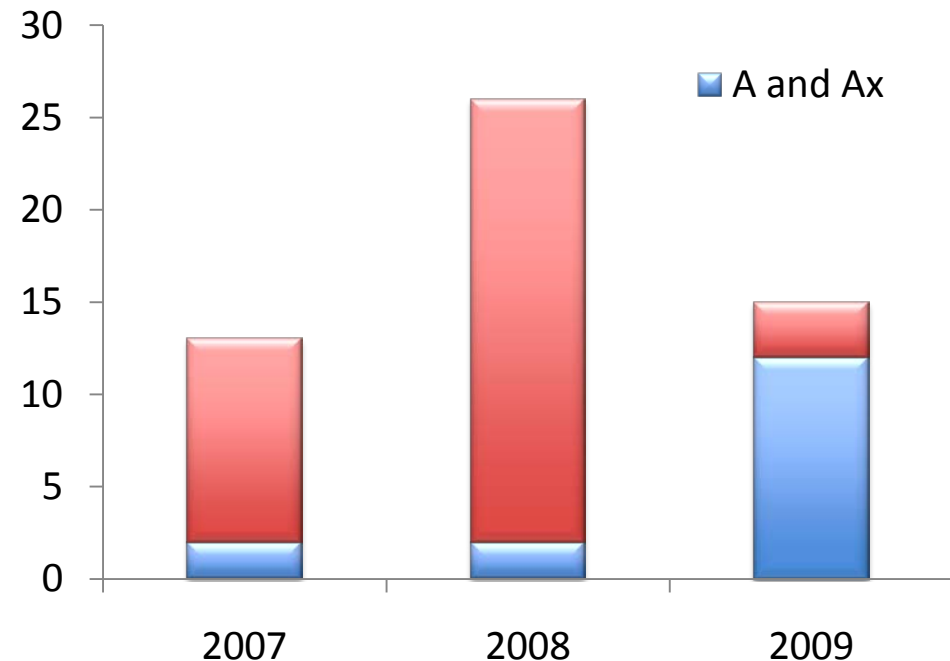
*I have probably become a lot more interested in the idea of putting forward research grant applications and a lot more prepared to have a go. (Mentee)*

# Early indicators: Faculty of Business & Law

**Total amount awarded to Deakin for Mentee CIs**



**Mentees' Refereed Journal Articles**







# 4. What worked?







## Developing and implementing the program

-  Adapting the Program to the research profile and culture of each Faculty
-  Embedding the Program in Faculties with active support and input from the Dean, ADR, AHRs, Heads and senior researchers.



## Selecting and matching mentors and mentees




-  Selecting mentees with demonstrated ability to do research and motivated to improve performance
-  Allowing for some flexibility in applying selection criteria

## Selecting and matching mentors and mentees

- 🌸 Taking time and care to match people
- 🌸 Matching within as well as outside Schools, Faculties and the University

*Having a mentor with a fresh, outside perspective meant that we were able to look at my research program as a whole, put it into themes and give it a structure. I think that mentors and mentees should come from different fields. (Mentee)*

## Adding value to mentoring






-  Providing opportunities for cross-disciplinary networking and workshops
-  Adding value through seminars, retreats, external speakers.
-  External program coordination and support for Mentees and Mentors.



# 5. Recommendations



# Future programs will be strategic for Deakin if they:

-  are well targeted
-  have a program design that allows for cross-disciplinary and cross-University interactions
-  have programs at both ECR and MCR levels
-  use group as well as individual mentoring models
-  are supported by the research culture and environment

# What is needed to ensure success of future research development initiatives?

- 🌸 Mentors with necessary level of research expertise
- 🌸 Senior researchers with commitment to mentoring
- 🌸 Coordination external to Faculties and adequately resourced
- 🌸 Support and recognition from the University, Faculties & Institutes, Schools, SRCs and Research Centres.



Photographs courtesy of Simon Fox and Donna Edwards, KMD Deakin