

# A menu of mentorship possibilities

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UNIVERSITY CAPACITY DEVELOPMENT PROGRAMME

UNIVERSITY TEACHING AND LEARNING OFFICE

RESEARCH OFFICE

Early career academics

Mentorship Programme

Research capacity building: Supervision

HUMAN RESOURCES DEVELOPMENT

Performance Management regime



Transforming the professoriate  
Next generation of new academics (NGAP)

COLLEGE

Academic professional staff development



# Some influencing publications

- Subbaya R & Rubby Dhunpath R (2016). Early-career academic support at the University of KwaZulu-Natal: towards a scholarship of teaching, **Studies in Higher Education**.

DOI: 10.1080/03075079.2016.1221657

To link to this article: <http://dx.doi.org/10.1080/03075079.2016.1221657>

- Subbaya, R (2018). Teaching in academic promotion at South African universities: A policy perspective. **Higher Education Policy**, 31: 245–265

[www.palgrave.com/journals](http://www.palgrave.com/journals)

Dhunpath R, Matisonn H and Samuel M (2018) (in press). Towards a Model of Mentoring in South African Higher Education. **Alternations.**

## **Abstract**

....Acknowledging the complexity inherent in the practice of mentoring and the attendant power relations, the proposed model is a departure from the individualistic performance management approach typically associated with the dominant master-apprenticeship model.

Instead, the authors offer a **non-hierarchical, co-constructed menu of possibilities based on negotiated reflection**, arising out of the specific, **situated contexts** of mentor and mentee.

## **Keywords**

- *Mentorship, professional development, collaboration, higher education*

# A menu of mentorship possibilities

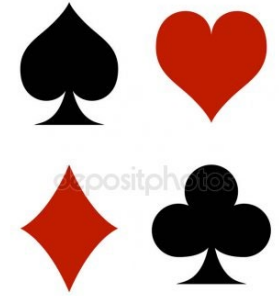
- Samuel, M (2018)
- Tool to activate the dialogical relationship when developing a mentorship plan

# The programme

- **Target:** Invited academics who wanted to serve as mentors (voluntary)
- FOUR half-day workshops: June, July, August, Sept 2018
- **Focus:**
  - 1: **Conceptualising mentorship:** academic, personal and professional development; the menu for mentorship
  - 2: **Teaching & learning**
  - 3: **Research capacity development**
  - 4: **Career mobility; personal and professional development**
  - (5: Nov 2018: monitoring and evaluation: planning for 2019

# THE SUITS:

## Component parts of the tool



### Framework

- p1
- p2 Instructions
- p3 [A] Academic work
- p4 [B] Personal  
Professional

### Establishing the dialogue

- p5 [C] Mentorship: Professional staff development, induction and orientation
- p6 [D] Selecting mentorship frames
- p7 [E] Mentorship and HEI strategic development plan
- p8 [F] Shifting, widening and overlapping spheres
- p9 [G] Mentors and their development
- p10 [H] Mentors and research supervisors
- p11 [I] Mentorship dispositions
- p12 [J] Mentorship activities
- p13 [K] Mentorship and autonomy

## Choosing foci

### Levels of complexity

- p14 Teaching [1]
- p15-16 Research [2A and 2B]
- p17 Community engagement [3]
- p18 University service and administration [4]

## Developing a mentorship plan

- p19-20 A grid for a mentorship plan [A]
- p21 A grid for a mentorship plan [B]
- p22 Linking A and B
- p23 Some references



