

## **AOU OMAN**

### **RESEARCH MENTORING GUIDELINES**

#### **1. Introduction:**

AOU Oman realizes the need to enhance effectiveness in all its activities to compete in an increasingly competitive and changing environment. Inherent within the concept of effectiveness in academic circles, is the need to ensure the appropriate development and support of faculty members. This is important to enable faculty members to remain current and make full use of their knowledge and skills in their core activities of teaching, research and service. It also contributes to ensuring that AOU Oman remains an open, collegial and healthy work environment.

#### **2. Purpose:**

The overarching objective of these Research Mentoring Guidelines is to provide collegial support in the area of research and scholarship to any teaching staff who may be new or less experiences in research activities.

All AOU Oman staff who are new to research must be assigned an experienced researcher to act as a mentor form amongst the AOU Oman community for a period of 2 years.

#### **3. Research Mentoring Objectives**

The objectives of the faculty research mentoring program are to:

1. To provide collegial support and advice to new or less experienced researchers so as to enable them to develop as researchers
2. To support new researchers with advice or feedback in the various aspects related with initiating research activities
3. To help new researchers to identify their own personal development needs in relation to research

#### **4. Assigning Research Mentors:**

The AOU Oman Research Committee should work closely with all Heads of Departments and the Foundation Studies Unit to assign suitably experienced mentors. This proves should ensure that any teaching staff member who is not research active or is less experienced has the opportunity to work with or be supported by a mentor. This process must be carried at the beginning of every academic year so that all AOU Oman teaching staff have access to collegial support on their journey to becoming active researchers.

Research Mentors may be chosen from the Research committee, or from any of the academic departments.

Research Mentors must

- Be reasonably experienced researchers
- Be supportive and constructive in their approach
- Preferably in a similar or same field as the staff member

## **5. Responsibilities of Research Mentors:**

Mentors should:

1. Support their mentee in developing a research related plan that addresses their annual and long-term research goals.
2. Facilitate the new researcher to gain the required focus on research
3. Provide advice in taking research related decisions such as selecting research areas, vehicles for publications, preparing research proposals and so on.
4. Support and advise in seeking research funding,

## **6. Responsibilities of the New Researchers in the Mentoring Relationship**

Faculty receiving mentorship through this program are expected to take due responsibility for seeking advice and feedback from their mentors. They should work with mentors to set up and participate in regular meetings, prepare their annual and longer-term plans and take appropriate and timely action to becoming research active.

## **7. Term of the Research Mentor Relationship**

The term of a formal mentor/ staff member relationship should be two years. If Productive and amicable mentor/ the new Academic Staff relationships may then be renewed for two-year term.

In some instances, if a mentor/ staff member pairing proves unproductive or detrimental for any reason, this must be communicated to the Research committee. The Research committee will then assign a new mentor to the new Academic Staff as soon as possible.