

Mentoring BGU: Aiming for the STARS

Impact of Mentoring on BGU

- Increase excellent recruitments
- Decreased faculty attrition
- Increase employee satisfaction
- Building a legacy of excellent mentoring

Impact of Mentoring on young professors

- Positive view on their work environment
- Manage their research more actively
- Perform better in terms of acquired grants
- Establishing independency faster
- Increased mentoring skills

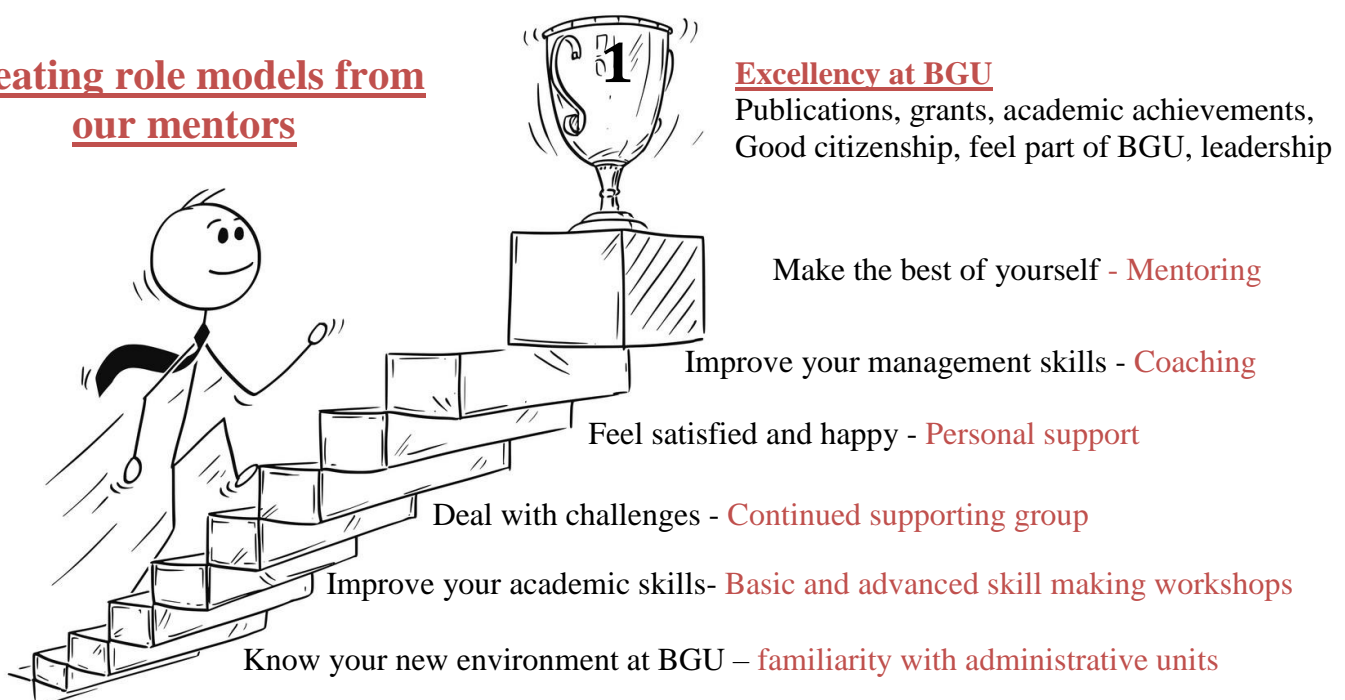
Impact of Mentoring on senior professors

- Increase job satisfaction
- Increase retention
- Organizational recognition
- Career development program
- Increased mentoring skills

The impact of mentoring on reaching the STARS

The main goal is to provide the young investigators at BGU the optimal starting package to reach academic excellency. To this end, we want to *re-organized and upgrade the current program* that will cover all *key elements* required for a smooth and effective joining to BGU, as well create a team of mentors made up of the best BGU has to offer. We will be using existing elements already offered by BGU, and incorporating them with new elements into a coherent new mentoring plan, leading the way in Israel academia. A success of the program will impact the job satisfaction and academic achievement of young AND senior professors, and will be major milestone in making BGU as one of the best universities in Israel and worldwide.

Creating role models from our mentors



The existing program

- Personal support system (family, friends, housing etc.)
- Young faculty forums
- Introducing administrative offices
- Orientation days (BGU management and leadership)
- Skill workshops (academic leadership, scientific writing, gender)
- Introducing BGU systems (Tafnit, Hilanet etc.)
- Outside coaching for selected individuals
- Fun bonding activities (trips, lunches)
- Mentoring
- Whatsapp groups

What do we need to make a STAR?

- Unify activities from HR and the Unit for new staff (Dilya Sigler), under one roof. Creation of academic executive committee.
- Reformatting the-mentoring program (vision: TAU and Weizmann)
- Choosing the right mentors
- Long-term support system for the mentor as well as the mentee (repeated orientation, outside coaching etc.)
- Creation of peer-support groups
- New Young PI Forum in humanities and social sciences.
- Acknowledging the potential in marking the mentors as the future academic leadership of BGU

Key elements of the mentoring program:

Academic

- Setting academic goals and timelines
- Guidance of teaching and student supervisory efficacy
- Advising and preparation for promotion process
- Advising on academic citizenship
- Facilitating collaborations
- Sponsorship and grants
- Building network at BGU

Leadership

- Time management
- Group leading
- Mentorship for students
- Budget management
- Social awareness
- Public relationship

Institutional navigation

- Building network at BGU
- School and department-specific policies
- Finding the right person to do the right job
- Living in Beer-Sheva