



**Stellenbosch**  
UNIVERSITY  
IYUNIVESITHI  
UNIVERSITEIT

Division for Research Development  
Afdeling Navorsingsontwikkeling  
iCandelo loPhuhliso kwezoPhando

# **DIVISION FOR RESEARCH DEVELOPMENT**

## **EARLY CAREER ACADEMIC DEVELOPMENT PROGRAMME**

### **Mentorship Programme**

The purpose of the ECAD mentorship programme is to accelerate the development of the next generation of productive and successful academics at Stellenbosch University (SU), through the offering of formal mentorship opportunities to a group of early career mentees.

Candidates are required to motivate in writing why they wish to participate in the programme - thereby also confirming their commitment to make full use of this opportunity and to pro-actively drive the mentee-mentor interaction in close consultation with their mentor.

Dedicated academic mentors will be allocated to successful candidates. These mentors will be asked to provide formal career guidance to the mentees, assisting them in becoming established academics in their chosen field. A mentor will not be the current supervisor or line manager of the mentee. The academic mentors will receive honoraria for their time spent on the mentoring process.

Mentees can apply even if they do not yet have a specific mentor in mind. Subsequent to allocating the available spaces on the programme, the DRD (in consultation with Faculties and the Centre for Teaching and Learning where applicable) will assist each new mentee with recruiting an appropriate mentor.

### **Submission:**

Signed completed applications must be submitted **electronically in a single pdf** document (the application, once signed by both applicant and Departmental Chair, can be scanned and sent via email) to Ms. Lerissa Fourie (lerissa@sun.ac.za)



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### **Eligibility:**

- Applicants (potential mentees) must be permanent C1 (academic) staff members of Stellenbosch University (SU). Full time and part time permanent staff, as well as staff with joint appointments are eligible to apply. Academic staff with long term contract (minimum of three years) appointments will also be considered, on the condition that a motivation is provided by their departmental Chairs.
- Applicants from all nationalities may apply, as long as they are employed as C1 staff at SU.
- Applicants must have at least a Master's degree. Applicants with a doctoral degree should not have had their doctoral qualification for more than five years. With motivation by their departmental Chairs applicants who have had their doctoral qualification for more than five, but less than eight years will be considered.
- Applicants must be under the age of 45 years. Preference shall be given to staff members under 40-years of age, busy undertaking or having completed their doctoral qualifications, and showing potential for becoming an established researcher (e.g. through an existing track record of accredited research outputs). Applicants over 45 years of age who are late entrants to an academic career, from the designated groups, and still within the maximum time after receiving their doctoral degrees will be considered, provided there is a motivation from the Departmental Chair.
- Applicants should not yet be appointed at senior academic level (Associate-Professor, Professor). Senior lecturers may apply as long as all other eligibility criteria are met, but will only be considered with a special motivation from their departmental Chairs.
- Places in the programme are restricted. Awards will be allocated on a competitive basis. Institutional and national imperatives such as transformation will, however, also be considered in allocating these awards.
- Postdoctoral fellows and post-graduate students are unfortunately not eligible to apply to this programme due to the funder's restrictions.



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## Mentee Application Form:

SECTION A: PARTICULARS OF THE APPLICANT							
Surname				ID/Passport Number			
Title				Full name			
Department				Faculty			
Telephone number				Email Address			
Appointment date				Present Position			
Employment status (mark with x)	Full-time	<input type="checkbox"/>	Part-time	<input type="checkbox"/>	Permanent	<input type="checkbox"/>	Temporary
UT Number							
Date of Birth (Year/Month/Day)							
Gender							
Population group (Mark with x)	African	<input type="checkbox"/>	Coloured	<input type="checkbox"/>	Indian/Asian	<input type="checkbox"/>	White
Country of Birth (Nationality)							
Highest Academic Qualification							
Institution where obtained						Year obtained	

SECTION B: RESEARCH TRACK RECORD (Please expand the section if necessary)			
Scientific Publications (past 5 years)	Author	Title	Journal / Publisher
Articles in referee-based scientific journals			
Articles in other scientific journals and anthologies			
Books (monographs, textbooks, anthologies)			
Published papers from international scientific meetings/congresses			
Other reports, papers and presentations from scientific meetings			
Other results (past 3 years)	Author/Presenter	Title/Activity	Publication/Date
General dissemination (popular scientific articles etc.)			
Conference and Workshop presentations			
Other (specify)			



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**SECTION C: MOTIVATION FOR PARTICIPATION IN THE PROGRAMME**

Please note that this section should not be longer than 2 pages

1. What is your long-term vision and short term objectives for the next 3 years, with regards to your career?	
2. How do you plan to establish yourself as a successful academic balancing the three roles of teaching, research and community engagement?	
3. What kind of support would you require to reach your goal?	
4. How could this mentorship opportunity assist you in reaching this goal?	
5. Do you already have a specific potential mentor in mind? If so, please indicate who.	



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#### **SECTION D: CERTIFICATION**

Statement by Applicant

I certify that, if acceptable on the programme, I will pro-actively manage the mentee-mentor relationship and use the opportunities provided by this programme.

Signature of Nominee: \_\_\_\_\_ Date: \_\_\_\_\_

#### **SECTION E: RECOMMENDATION BY DEPARTMENTAL CHAIR**

Signature of Departmental Chair: \_\_\_\_\_ Date: \_\_\_\_\_