

FACULTY OF
LAW

Mentoring Scheme

Faculty Meeting, Trinity Term 2026

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Background

- **Research** has shown that mentoring leads to positive outcomes in academic contexts: increased scholarly productivity, reduced attrition, and increased satisfaction with training and/or employment (Gruber et al, 2020).
- **Internal push** from the Staff Experience Survey data, PSS meetings, Career Development Reviews for Fixed-Term Researchers and the Faculty's Shared Ambitions Strategy.
- **External push** from REF, the Researcher Concordat and the Athena Swan plan.



Existing offer (Law and Uni)

- Faculty IPO Mentor Scheme for Associate Professors
- Fixed-term researcher mentoring for Research Fellows, and 3 months before the end of their contracts
- University's mentoring scheme for PSS
- Gaps:
 - Associate Professors, after IPO
 - Departmental Lecturers, Statutory Professors
 - Unequal access to mentoring for FTRs
 - Structured scheme that supports match between staff on a similar career path



Proposed model

- In scope: all Faculty staff, and college-only academic appointees.
- Out of scope: students
- Suggested commitment:
 - 3-4 sessions of around 30-60 minutes
 - 6-12 months
 - 2 simultaneous mentoring relationships at most
- Platform: MentorNet
- Matches: oversight from Training and Disability Support Officer and the Academic lead for the mentoring scheme

What mentoring is and isn't

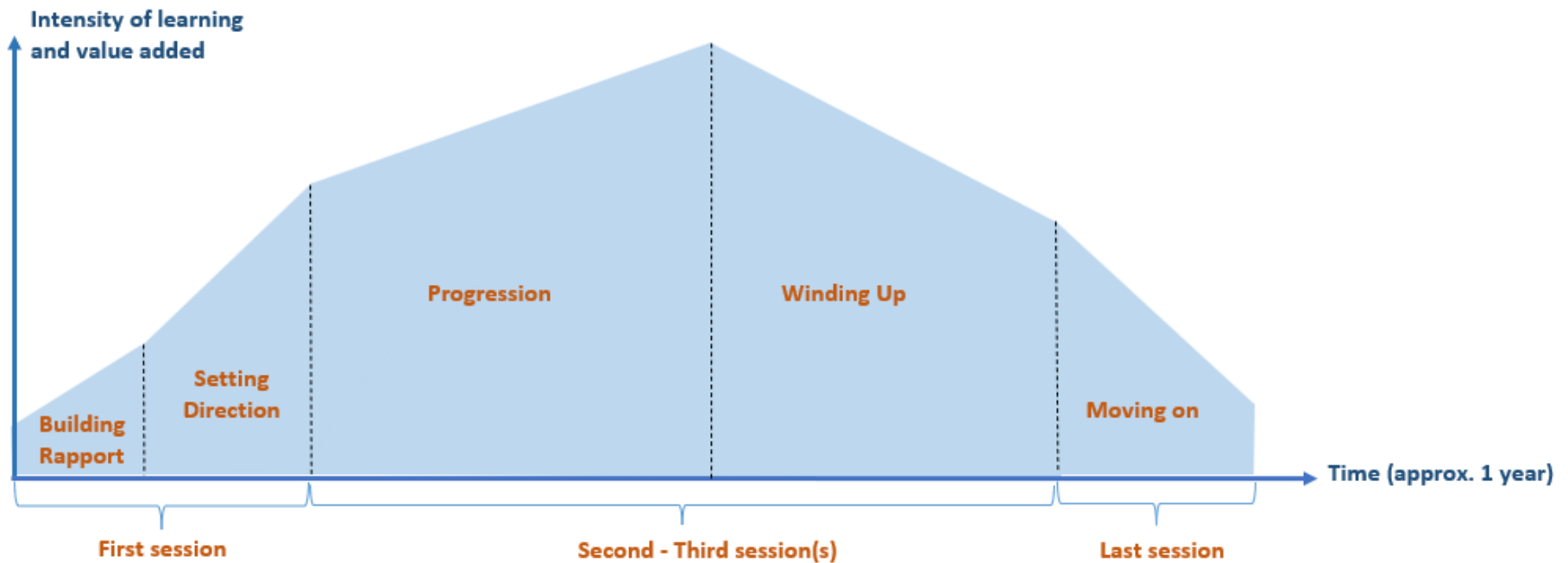
What mentoring is	What mentoring isn't
Supportive	Line-management/Supervision
Developmental	Counselling/Therapy
Non-judgmental	Directive
Future-oriented	A performance review

Potential topics:

- Career progression, professional development
- Citizenship
- Teaching and supervision

- Grant applications
- Writing and publishing
- Workload management
- Networking
- Work-life balance

The mentoring phases





Desired outcomes

1. For mentors: opportunity to share knowledge, skills and experience, and develop leadership skills
2. For mentees: opportunity to network and get support from a colleague outside routine settings.
3. For the Faculty: increased job satisfaction, talent retention, increased collaboration, improved sense of belonging

How will we get the data? Surveys, interviews, HR data, Staff Experience Survey

Timeline

Phase 1:

Literature review,
benchmarking,
networking with other
schemes, surveys

Phase 2:

Finalise materials,
processes and system,
engage a few
colleagues for a soft
pilot, comms

Phase 3 – Launch event:

Faculty away day
25 September 2026

Phase 4:

Ongoing coordination
and maintenance, form
matches, upskill
mentors and mentees,
capture meaningful
data

Next steps and contact details

- 5-minute survey - [Fill in form](#)
- Contact details
 - Mady Buil, Training and Disability Support Officer – mady.buil@law.ox.ac.uk
 - Donal Nolan, Academic lead for the mentoring scheme – donal.nolan@law.ox.ac.uk
- Get involved – help us review materials, mentors/mentees profiles, be part of a soft pilot

Mentoring scheme – survey





Q&A

- What do you think of our proposed model?
- What training, if any, would you value before starting? What topics should training cover?
- What would make the scheme successful to you and the Faculty, in your opinion?
- Any additional questions or comments?