



PEER MENTORING SCHEME

PEER MENTORING SCHEME FOR DOCTORAL & EARLY CAREER RESEARCHERS

GENERAL GUIDELINES AND PRINCIPLES

Following a successful pilot scheme in the 2019-20 academic year, the Association for Art History's Doctoral and Early Career Researcher Network (DECR) is launching a new peer mentoring scheme for its members who are doctoral students, and early career researchers.

This initiative is designed to help to create communities of Doctoral and Early Career Researchers who can support each other in their academic and professional development through shared experience and problem-solving support.

EXPRESSIONS OF INTEREST AND GROUPS

The scheme will "matchmake" members into groups of 5-7 researchers. Each group includes individuals at different stages in their doctoral and postdoctoral careers. Groups will be organised primarily around the activities where individuals express interests.

Where possible, we will also try to meet preferences for networking either locally or in sub-fields, but that may not be possible for everyone owing to the individuals that apply.

Each peer mentoring group will be self-governing and decide its own activities and ways of working, although will be guided initially by a member of the Doctoral and Early Career Researcher Committee.

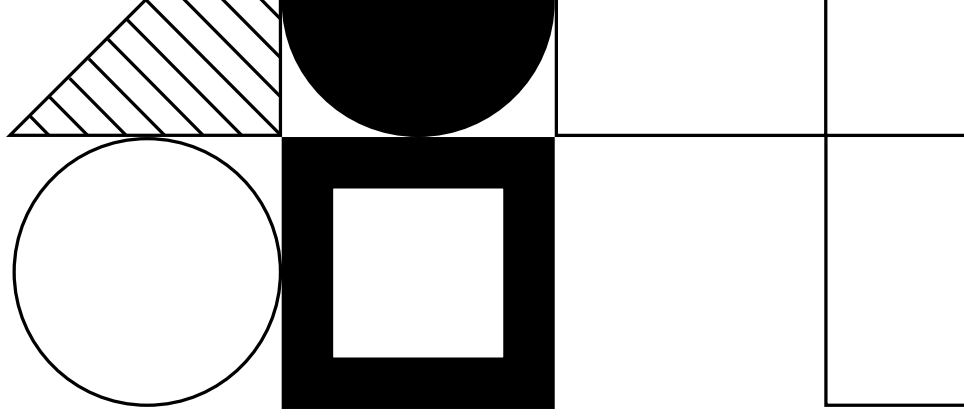
The DECR member assigned to your group will facilitate an initial zoom meeting, after which point the group should decide on a 'lead member' who will organise future group activities going forward. Guidelines for running groups will be provided by the DECR Committee at the first group meeting on zoom and suggestions for communication prompts will be continually provided throughout the year.

The following guidelines are intended as a starting point for groups to devise their own ways of working.

GROUP CODES OF CONDUCT

We recommend that each group agrees upon its own code of conduct, which should include the following principles:

- The mentoring group must be a place of mutual respect, trust, and support and free from discrimination of any form.
- The mentoring group must be a place of mutual exchange of expertise and advice; some members of the group may have more expertise in certain areas than other members, but all members are expected to share what expertise and advice that they are able
- Platform/s for communication (see notes on platforms below)
- You may also wish to include codes of practice on matters such as:
 - Frequency of virtual meetings or other activities such as remote writing retreats
 - Response times to emails/messages
 - Agreed forms/platforms of communication for your group



You may wish to use these bullet points as a template for an informal agreement for your group that you each abide by.

ACTIVITIES

We endeavoured to assign groups that express interests in similar activities, including some or all of the following:

- Reading exchanges
- Sharing career advice
- Sharing carer and job resources
- Group writing sessions (either in person as 'Shut Up and Write' <https://shutupwrite.com/> or virtually as **#remotetreat**)

This list is not exhaustive and groups may generate ideas for other activities.

In addition to your online activities, the DECR will facilitate in person meet-ups as part of the Association For Art History's programme of events for the next year, which includes events such as the Annual Conference, and Professional Development Day.

PLATFORMS FOR COMMUNICATION

As part of your initial zoom meeting, the group should decide which platforms of communication they wish to use. We have detailed some options below, however, we recommend using a mixture of Zoom, WhatsApp, email, and Slack in order to maintain the regular communication necessary within the group.

Depending on what activities your group decides to do, you may find that another platform could be useful for virtual meet-ups, exchanging work etc. Some notes on platforms that you may like to try are included below. Please avoid using platform/s that would exclude members of your group (e.g. if any members don't use a smartphone, WhatsApp may not be appropriate).

WhatsApp: Instant messaging app for smartphones. Ideal for rapid messaging, which may be useful for quick-fire questions to the group. Would probably need to be used in conjunction with another platform, such as email, for activities requiring longer-form responses and/or exchange of documents.

Slack: Free instant-messaging platform that allows users to create series of subgroups as a means of organising discussion. A basic platform that allows you to create a virtual network keep up to date with other group members.

Trello: Free platform for working in remote team/group using boards, lists and cards to help prioritise and organise work. Simple interface that allows for group members to interact through adding notes/details to each other's posts. You can set up email notifications that allow you to respond directly from your inbox if you don't want to log into Trello regularly.

Asana: Team project and task managing platform. Keeps you updated on your group's progress through features such as: timeline, portfolios, and workload monitor. Could be good if your group is planning on doing remote writing sessions. Free platform unless you want to use premium version.

ONLY use these platforms for your group communication. Whichever platform you use, please create a private group and do not create a public-facing group using the Association's name.

SOCIAL MEDIA

If you are tweeting about your group's activities, please use the hashtag **#DECRPeer** and tag **@DECRarthistory** and **@forarthistory**. If you are posting on Facebook please tag **@forarthistory**

SMALL PRINT

The Association for Art History's DECR Project Board has set up this peer mentoring scheme in good faith. As outlined above, each group is self-governing, and the Association and the DECR Board cannot take responsibility if any members do not follow the principles of peer mentoring recommended here or agreed by individual groups.

We will invite feedback on the scheme in due course.

Guidelines compiled by the Association for Art History DECR Project Board, July 2020.