



# **MENTORSHIP PROGRAM**

## **“SCIENCE DIASPORA FOR UKRAINE”**

Individual Mentorship and Mentorship for Research Hubs

Supported by the Ministry of Education and Science of Ukraine



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# PROGRAM OBJECTIVES

**The “Science Diaspora for Ukraine” Mentorship Program connects Ukrainian researchers and research teams in Ukraine with experienced Ukrainian researchers and professionals based abroad.**

**The program seeks to:**

- Support the professional and research development of Ukrainian scientists.
- Strengthen international collaboration between researchers in Ukraine and the Ukrainian Science Diaspora.
- Support the development of research hubs and research teams in Ukraine.
- Facilitate knowledge and experience exchange between Ukrainian researchers in Ukraine and abroad.
- Support participants in developing research projects, publications, grant proposals and international partnerships.
- Expand participants’ professional networks and access to international opportunities.
- Create sustainable professional connections that may continue beyond the formal mentorship period.
- Provide mentors with an opportunity to share their expertise, develop mentoring and leadership skills and contribute to the development of Ukrainian science.



**Stronger connections between Ukrainian science in Ukraine and abroad**

# WHAT IS SCIENCE MENTORING?

**Science mentoring is a professional relationship in which an experienced researcher or professional supports an individual researcher or a research team in achieving defined research and professional goals.**

Within the “Science Diaspora for Ukraine” Mentorship Program, mentors are Ukrainian researchers and professionals based abroad, while participants may be individual Ukrainian researchers or research hubs created on the Ukrainian Science Diaspora platform.

Mentoring is based on voluntary participation, mutual respect, regular communication and a shared action plan developed for the three-month mentorship period.

## Types of Support

- Providing feedback on research ideas, articles, conference materials and other academic outputs.
- Supporting the development of grant proposals and research projects.
- Helping identify relevant international opportunities and potential partners.
- Sharing professional and research experience.
- Supporting the development of international collaborations.
- Facilitating connections with researchers, institutions and professional networks.
- Helping participants define realistic goals and an action plan for the mentorship period.

## Limits of a Mentoring Relationship

- Mentoring should not be a mandatory or one-sided commitment.
- A relationship based on authority or control.
- A way to guarantee employment, funding or personal gain.
- A substitute for therapy, legal advice or personal counseling.



# MENTORSHIP PROGRAM FORMATS

## INDIVIDUAL MENTORSHIP

### For Ukrainian researchers based in Ukraine

- One mentor works with one individual mentee.
- The mentorship focuses on the participant's individual research and professional goals.
- The mentor and mentee develop a Mentoring Action Plan for the three-month period.
- Possible areas include publications, grant proposals, research development, international collaboration and professional networking.
- Meetings are held online once or twice per month.

## RESEARCH HUB MENTORSHIP

### For research teams in Ukraine

- One mentor works with a research hub created on the Ukrainian Science Diaspora platform.
- The mentorship focuses on shared goals and priorities of the research team.
- The hub and mentor develop a joint Mentoring Action Plan for the three-month period.
- Possible areas include international partnerships, joint research, grants, publications and team development.
- Relevant hub members may participate in meetings depending on the topic.

# PROGRAM GUIDELINES AND FRAMEWORK

## Who can be a Mentor?

Mentors are Ukrainian researchers and professionals based abroad who have relevant academic, research or professional expertise and are willing to support Ukrainian researchers and research teams.

## Who can participate in Individual Mentorship?

Ukrainian researchers based in Ukraine who seek professional and research development, international collaboration opportunities, guidance or support in achieving specific academic and professional goals.

## Who can participate as a Research Hub?

Research hubs created on the Ukrainian Science Diaspora platform may participate in the Research Hub Mentorship track. A research hub brings together researchers in Ukraine who share common research interests, research areas or collaboration goals.

## Program Duration

Each mentorship cycle lasts three months.

## Meeting Frequency and Format

Mentors and participants are expected to meet online once or twice per month. Individual Mentorship meetings are normally held between a mentor and an individual mentee. Research Hub Mentorship meetings may involve the mentor and several members of the research hub team.

## Scheduling and Timing

Mentors and participants arrange meetings at mutually convenient dates and times.

## Cancellation Policy

If a meeting must be canceled, participants should provide at least 24 hours notice and agree on a new time.

## Communication Issues

In the event of communication challenges or other issues affecting the mentorship process, participants should contact the Mentorship Program coordinators.

# ROLES AND RESPONSIBILITIES

## Mentor Responsibilities

- Familiarize yourself with the Program guidelines and objectives.
- Provide the Program coordinators with accurate information about your expertise and experience to support effective matching.
- Be open to developing a supportive and respectful relationship with the individual mentee or research hub.
- Collaborate with the participant to create a Mentoring Action Plan outlining goals, expected outcomes and key activities for the three-month mentorship period.
- Agree on a realistic meeting schedule and inform participants about scheduling conflicts as early as possible.
- Encourage participants to share topics, questions and materials in advance of meetings.
- Ask questions that promote reflection, critical thinking and practical planning.
- When mentoring a research hub, support the team in defining shared priorities and realistic opportunities for research collaboration, international partnerships, publications, grants or other joint initiatives.
- Where appropriate, help connect the participant with relevant researchers, institutions, networks or opportunities.
- Provide constructive feedback during the mentorship period and support participants in reviewing progress.
- Maintain confidentiality regarding discussions and information shared during mentoring meetings.
- Inform the Program coordinators about withdrawal, serious communication problems or other issues that may affect the mentorship process.



# ROLES AND RESPONSIBILITIES

## Individual Mentee Responsibilities

- Familiarize yourself with the Program guidelines.
- Clearly communicate your needs, goals and expectations.
- Collaborate with the mentor to develop a Mentoring Action Plan.
- Attend agreed meetings and inform the mentor about scheduling conflicts as early as possible.
- Prepare relevant questions, materials and updates before meetings.
- Be proactive in completing agreed actions between meetings.
- Be open to constructive feedback and different perspectives.
- Maintain respectful and professional communication.
- Inform the Program coordinators if you wish to withdraw or experience significant difficulties.
- Complete the required feedback and evaluation forms.

## Research Hub Responsibilities

- Familiarize the team with the Program guidelines.
- Identify the hub members who will participate in mentorship activities.
- Designate a contact person responsible for communication with the mentor and Program coordinators.
- Clearly define the hub's needs, priorities and expected outcomes.
- Collaborate with the mentor to develop a Mentoring Action Plan for the three-month mentorship period.
- Ensure regular participation of relevant team members in scheduled meetings.
- Prepare questions, materials and updates in advance of meetings.
- Be open to feedback and recommendations from the mentor.
- Follow up on agreed actions between meetings.
- Inform the mentor and Program coordinators about significant changes or challenges affecting participation.
- Complete the required feedback and evaluation forms.

# WHAT CAN PARTICIPANTS EXPECT OF ONE ANOTHER?



## Mentors can expect participants to:

- Actively participate in the mentorship process.
- Define clear and realistic goals.
- Respect agreed meeting times.
- Prepare for meetings and follow up on agreed actions.
- Communicate openly about needs and challenges.
- Be receptive to constructive feedback.
- Respect the mentor's time and expertise.

## Participants can expect mentors to:

- Be committed to the three-month mentorship period.
- Provide professional guidance and constructive feedback.
- Support the development of the Mentoring Action Plan.
- Share relevant experience and expertise.
- Help identify relevant research, funding, collaboration and networking opportunities.
- Communicate openly and respectfully.
- Maintain confidentiality.
- Support participants without taking responsibility for completing their tasks on their behalf.

# EXAMPLES OF QUESTIONS FOR MENTORS

## For Individual Mentees

- What motivated you to pursue your current field and career path?
- What challenges have you faced in your career and how did you overcome them?
- Which skills have been most important for your professional development?
- How do you identify promising research and funding opportunities?
- What advice would you give on preparing a strong grant proposal or publication?
- How can I strengthen my international professional network?
- What strategies do you recommend for building sustainable research collaborations?
- Which professional goals would be realistic to achieve during this mentorship period?

## For Research Hubs

- What international collaboration opportunities could be relevant to our research area?
- How can our team identify suitable international partners?
- Which funding programmes or grant opportunities should we explore?
- How can we strengthen our research profile and international visibility?
- What could make our research idea more competitive internationally?
- How can we develop a joint publication or research project?
- Which researchers, institutions or networks could be relevant to our hub?
- How can we structure collaboration within our team more effectively?
- What realistic outcomes should we aim to achieve during the three-month mentorship period?
- What steps could help our hub continue international collaboration after the mentorship ends?



# CONTACT INFORMATION AND ORGANIZERS

## About the Program

The “Science Diaspora for Ukraine” Mentorship Program is implemented by the Ukrainian Science Diaspora with the support of the Ministry of Education and Science of Ukraine.

The Program connects Ukrainian researchers and research teams in Ukraine with Ukrainian researchers and professionals based abroad through Individual Mentorship and Research Hub Mentorship.

Its goal is to support professional and research development, international collaboration, knowledge exchange and stronger connections between Ukrainian science in Ukraine and abroad.

**For any inquiries regarding the mentorship program, please contact:**

**Mentorship Program Coordinator - Uliana Zbezhkhovska**

Email: [ukrdiaspora@nauka.gov.ua](mailto:ukrdiaspora@nauka.gov.ua)

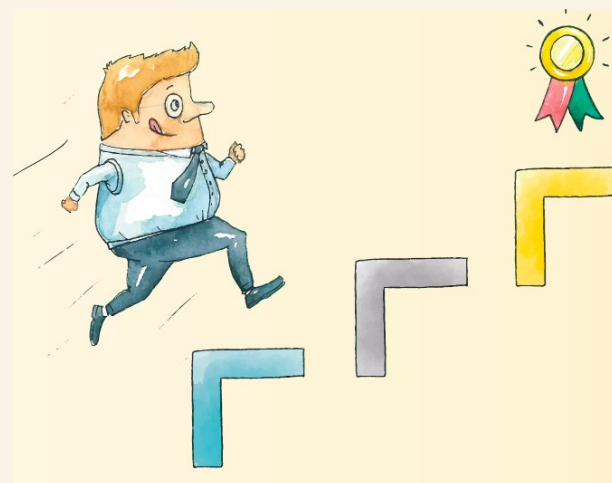
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# APPENDIX 1 - MENTORING ACTION PLAN

|                               |                                                 |                                     |  |
|-------------------------------|-------------------------------------------------|-------------------------------------|--|
| <b>Mentorship format:</b>     | Individual Mentorship / Research Hub Mentorship | <b>Mentor:</b>                      |  |
| <b>Mentee / Research Hub:</b> |                                                 | <b>Research Hub contact person:</b> |  |
| <b>Main goal:</b>             |                                                 | <b>Expected results:</b>            |  |

| Goals and steps | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 |
|-----------------|---|---|---|---|---|---|---|---|---|----|----|----|
| <b>GOAL 1</b>   |   |   |   |   |   |   |   |   |   |    |    |    |
| Action step 1   |   |   |   |   |   |   |   |   |   |    |    |    |
| Action step 2   |   |   |   |   |   |   |   |   |   |    |    |    |
| Action step 3   |   |   |   |   |   |   |   |   |   |    |    |    |
| <b>GOAL 2</b>   |   |   |   |   |   |   |   |   |   |    |    |    |
| Action step 1   |   |   |   |   |   |   |   |   |   |    |    |    |
| Action step 2   |   |   |   |   |   |   |   |   |   |    |    |    |
| Action step 3   |   |   |   |   |   |   |   |   |   |    |    |    |