



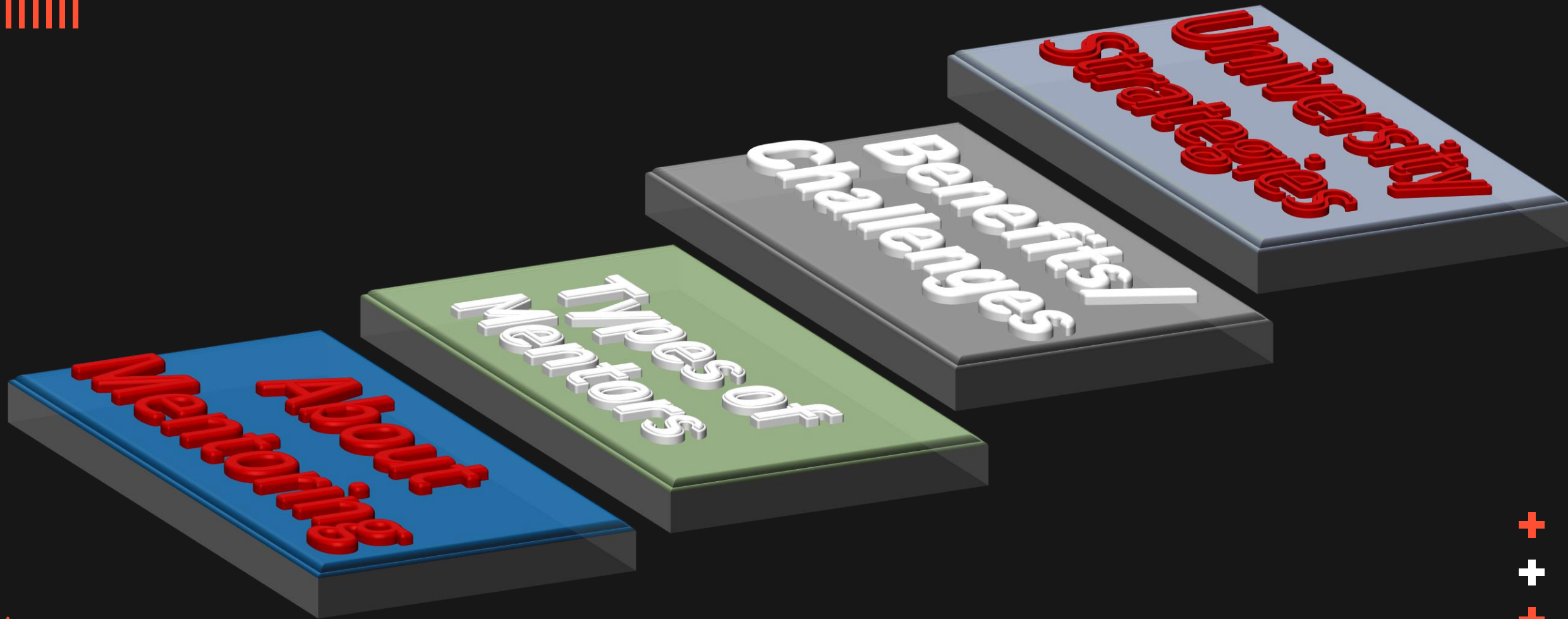
# Mentoring for research writing and publishing: The role of the university

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Evelyn C.  
Garwe



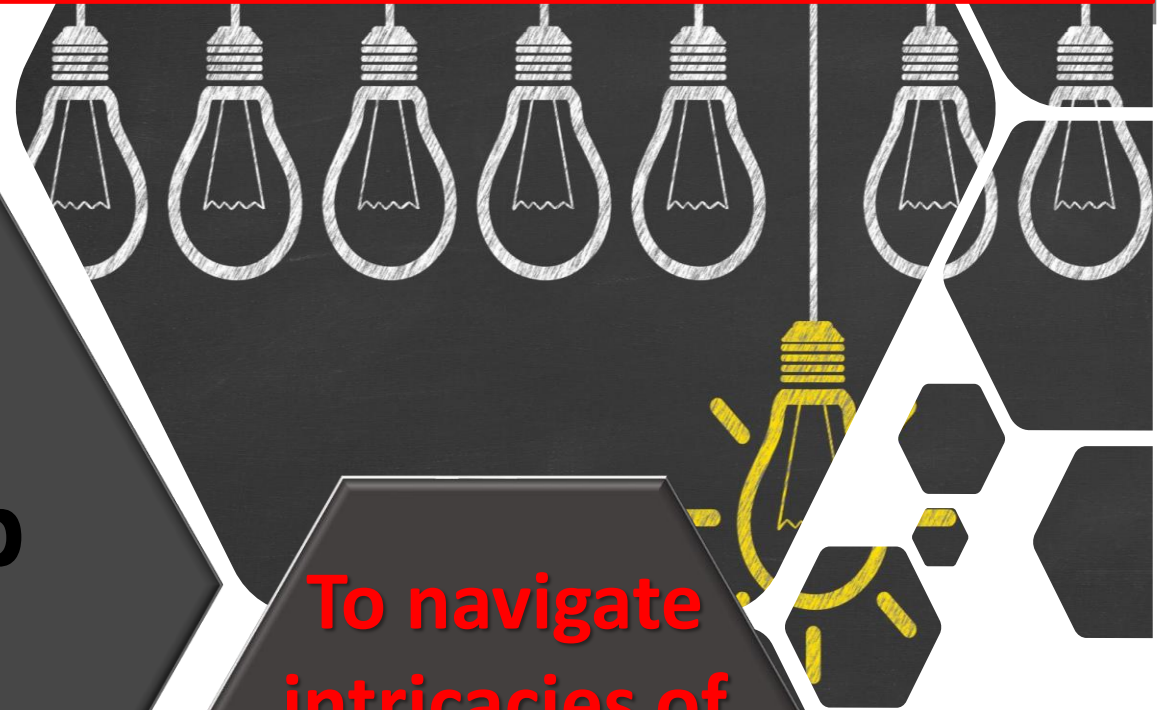
# Agenda



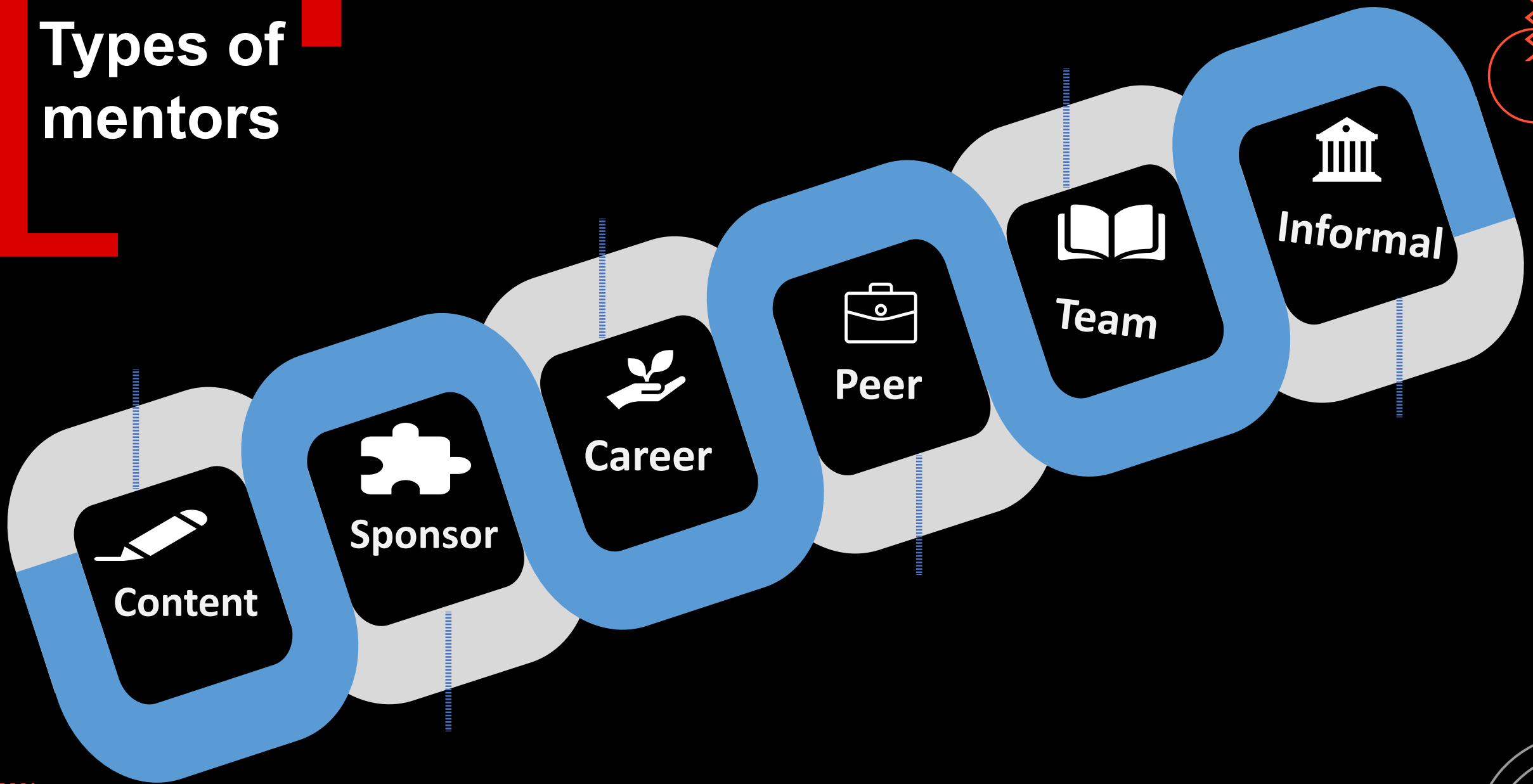
# The what of Mentorship

**Guidance  
by experienced  
researchers to  
initiate & develop  
ECRs/students in  
developing their  
skills, networks  
& careers**

**To navigate  
intricacies of  
writing,  
submitting,  
revising &  
publishing**



# Types of mentors



# Role of mentors

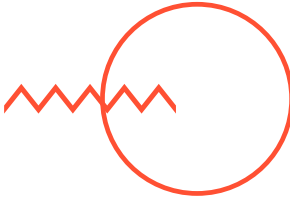
• **Couch**

• **Challenge**

• **Advocate**

• **Provide Feedback**

• **Companionship**



# Challenges of Mentoring



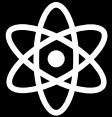
**Limited time**



**Potential power  
dynamics**



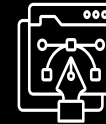
**Gender –related  
issues**



**Differing work  
speeds, writing  
styles &  
expectations**



**Difficult to be  
honest &  
constructive**



**Matching &  
compatibility –  
personal  
clashes**



# Mentoring dynamics

Diversity

Inspiration

Motivating

Reflection

Recognition

Leadership

Expectations

Feedback

Flexibility

Innovative

Empower

Communicate

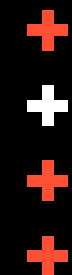
Commitment

Trust

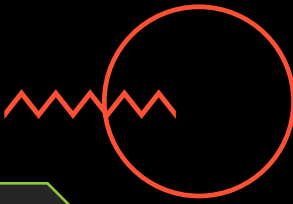
Networking

Boundaries

Evaluation



# Building mentoring ecosystems: The role of university



**Mentoring  
programme  
development &  
management**



**Policy support –  
processes,  
tenure,  
promotion  
incentives**

**Address  
challenges relating  
to resources,  
mentor-mentee  
conflicts, time  
slots**

**Partnerships,  
outreach and  
marketing to  
promote  
mentoring  
programmes**





# Enhancing Impact of mentoring



1. Formal training & Development programs for mentors/mentees

2. Recognition and rewards for mentor/mentee successes

3. Dedicated resources- budgets, staffing and facilities

4. Online matching and networking platforms to broader mentoring community

5. Evaluation and feedback mechanisms – surveys, feedback loops, metrics

6. Partnerships with industry and sister institutions

7. Champion an inclusive mentoring culture

8. Diverse mentor pool- recruit mentors from varying levels as role models





# Qualities of good mentors

**Experienced**



**Approachable**



**Patience**



**Honesty**



**Respectful**



**Reliable**



**Good  
communicator**



**Committed**



**Empathetic**



**Resourceful**



**Connected**



**Observant**



# Conclusion: What is in it for me?



**For universities - Mentoring programmes are a strategic investment to enhance research**

**For Mentors – opportunity to give back, stay engaged & inspire the next generation of thought leaders**

**For mentees –navigate research & publishing & establish**



**Mentorship relationships are instrumental in advancing knowledge**

THANK  
YOU

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## ■ CONTACTS

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