



UNIVERSITY  
OF  
JOHANNESBURG

DIVISION FOR ACADEMIC  
PLANNING, QUALITY  
PROMOTION AND ACADEMIC  
STAFF DEVELOPMENT

# The Accelerated Academic Mentorship Programme (AAMP)



The Future  
Reimagined

## DIVISION FOR ACADEMIC PLANNING, QUALITY PROMOTION AND ACADEMIC STAFF DEVELOPMENT

### INDEX

1. What is AAMP?
2. Aims
3. Mentoring
4. Categories of funding
5. Calendar of Events/Activities
6. How to be a participant
7. Contact details

*Disclaimer: The University reserves the right, at any time, should circumstance dictate, to make changes to, or withdraw any of the opportunities on offer.*

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# The Accelerated Academic Mentorship Programme (AAMP)

## 1. WHAT IT IS AAMP?

The Accelerated Academic Mentorship Programme (AAMP) is designed to provide mentorship, support, development opportunities and focused advice to a nominated group of permanent academic staff, thereby creating the conditions for these candidates to advance their academic career trajectories.

AAMP is one of several targeted initiatives that have proved to be successful in transforming UJ's academic profile. AAMP was established to effect institutional change in terms of race and gender within the academic staff profile with a focus on professional and personal development of academics, enhancing their capacity to establish both national and international networks, develop their research profiles and leadership capacities. In these ways AAMP is envisioned as contributing to the eventual transformation of the UJ professoriate.

AAMP has been shown to contribute to this outcome in terms of overall research profile, academic promotion, applications for NRF rating, the formation of strategic international and national strategic collaboration, and overall enhancements to the stature of academics. The coupling of personalised development opportunities and plans, considering the multiple layers of what it means to be an academic, has proven successful.

AAMP consists of three levels:

- Level 1: Academic staff working towards a doctoral degree. This level is coordinated by Prof Gert van der Westhuizen.
- Level 2: Academic staff with a doctorate who are seeking promotion either to Senior Lecturer (SL) or Associate Professor (AP).
- Level 3: Academic staff seeking promotion to Professor (P). Both level 2 and 3 are coordinated by Prof Elizabeth De Kadt.

## 2. AIMS

AAMP has the following aims:

- To support and develop academics to advance their teaching and research to the next level in terms of promotions;
- To advance their careers as world-renowned teachers and researchers/scholars, typically A and B NRF rated;
- To support and enable identified academics towards higher levels of achievement.

The goals of AAMP are supported through:

- Formalised mentoring – all AAMP participants work with a UJ mentor, who supports them in their professional development and in setting and achieving academic goals.
- A suite of research capacity development activities aimed at enhancing scholarship (publications, supervision, collaborative networks and career progression);
- Personalised skills development workshops and programmes with subject experts, including SARCHI Chairs, UJ Chairs, Directors of Centres of Excellence, Distinguished Visiting Professors, A and B rated NRF researchers;
- Training and other targeted interventions to enhance academic leadership;
- Funding: the programme provides participants with financial support towards teaching relief, conference attendance (nationally and internationally), assistance in completion of publications and pursuit of international collaborations, in order to support the developmental needs of academics in the areas of research development, teaching development and leadership development.

## 3. MENTORING

The aim is to support and develop academics in the areas of teaching and research, as well as to enable them to access opportunities for promotion, advance their careers and become world-renowned teachers and researchers/scholars. To achieve higher levels of academic and research performance.

#### 4. CATEGORIES OF FUNDING

FUNDING	MAXIMUM AMOUNT
Teaching Relief	R 30 000
Travel: conference presentations and collaborations	R 40 000
Assistance for the completion of publications/thesis	R 30 000

AAMP funding is only available in support of AAMP participants. It cannot be requested, for instance, to bring collaborators from other institutions to UJ.

In addition, the principle of co-funding applies: you are expected to explore other sources of funding – AAMP is unlikely to fund an activity fully.

##### **Procedure for applications**

- AAMP participants may make only one funding application to AAMP per year (for any type of AAMP funding).
- All applications must include a clear breakdown of the amount of funding being applied for (in ZAR); together with indication of the cost centre into which AAMP funds are to be transferred, should your application be successful.
- Once the relevant signatures have been obtained, applicants should submit all documentation to the Level Coordinator, who will recommend the application for approval to the Division;
- Applications need to be submitted well in advance (at least three + months) to avoid any delays; allowing AAMP one month to process an application.
- The principle of co-funding applies: applicants are expected to confirm that they have explored other funding sources (research funds; Departmental funds; Faculty; external sources), and to detail what funding is available from other sources.
- All applications must be in full alignment with relevant UJ policies, eg. UJ’s Travel Policy; UJ rates for temporary staff etc.
- Applicants who have previously received AAMP funding are expected to indicate, on any subsequent application, the outputs derived from this previous funding.
- A short report on the use of approved funding and on outputs achieved must be submitted to the level coordinator and Ms Thembi Mkhize (tmkhize@uj.ac.za) within three months.
- All applications to be submitted, by the applicant, to the relevant Level Coordinator; please cc Portia Wright (portia@uj.ac.za) and Meagan Strydom (meagans@uj.ac.za) when submitting your application.

## 5. CALENDAR OF EVENTS/ACTIVITIES

EVENT	DATE	TIME	SPEAKER
<b>Online Teaching and Learning with technology</b>	9 March	09:00 – 11:00	Dr Arno Louw
<b>Portfolio Development for Promotion</b>	16 March	09:00 – 11:00	Kibbie Naidoo
<b>Teaching &amp; Learning Master Class: Teaching and Learning in Disruptive Spaces</b>	16 March	11:00 – 12:30	Prof Johannes Cronjé
<b>Engaging students in online learning</b>	23 March	09:00 – 11:00	Geoff Lautenbach, Dr Arno Louw and a PGDip student
<b>Mentoring Workshops</b>	24 March	12.00 – 13.30	Prof Van Der Westhuizen
<b>Writing Retreat</b>	7 – 9 Apr	Wed-Fri	TBC
<b>Principles of good assessment</b>	12 April	09:00 – 11:00	Kibbie Naidoo
<b>Teaching and Learning Master Class: Engaging all students in learning in the online environment</b>	13 April	09:00 – 10:00	Prof Victoria Collis- Buthelezi and Prof Erica Spangenberg
<b>Assessment for Learning in HE</b>	29 April	10:00 – 12:00	Charlotte Van Der Merwe and Dr N Joseph
<b>Assessment Challenges and Opportunities</b>	5 May	09:00 – 11:00	TBC
<b>Feedback Practices and Feedback Literacy</b>	11 May	10:00 – 12:00	Charlotte Van Der Merwe
<b>Mentoring Workshops</b>	15 May	12.00 – 13.30	Prof Van Der Westhuizen
<b>Teaching Philosophy and Portfolio Development</b>	3 June	09:00 – 12:00	Vanessa Merckel
<b>Portfolio Development for Promotion</b>	9 June	09:00 – 11:00	Kibbie Naidoo
<b>Writing Retreat</b>	28-30 Jun	Mon – Wed	TBC

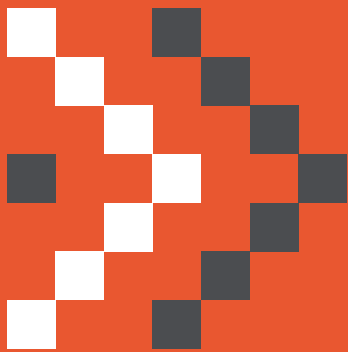
## 6. HOW TO BE A PARTICIPANT

One of the ways to become an AAMP participant, is by being nominated by the Head of department or by completing the membership form, which needs to be signed by the HoD and this is accepted as a nomination.

Please note that this programme is exclusively for permanent staff.

## 7. CONTACT DETAILS

NAME	ROLE	EMAIL
<b>AAMP Team</b>		aamp@uj.ac.za
<b>Dr Kirti Menon</b>	Senior Director	
<b>Prof Elizabeth De Kadt</b>	Level 2 and 3 Coordinator	
<b>Prof Gert Van Der Westhuizen</b>	Level 1 Coordinator	
<b>Angie Magabane</b>	AAMP Coordinator	
<b>Meagan Strydom</b>	AAMP Coordinator	
<b>Portia Wright</b>	AAMP Admin	
<b>Thembelihle Mkhize</b>	AAMP Admin	



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