

## **Introducing the 2025 FARS Mentoring Program – Apply Today!**

We are excited to announce the second year of the FARS Mentoring Program, which is designed to support junior accounting faculty in the critical early years of their academic careers. The program connects junior faculty to tenured faculty from other universities in a confidential and structured setting to facilitate professional growth and provide personalized guidance. Our inaugural year featured 52 mentoring pairs, with both mentors and mentees providing positive feedback about the experience.

### What mentees have said:

- “I think it was super insightful to talk to my mentor a couple of times through the year about different topics- in particular, getting feedback on my CV and how to approach mid-term review was extremely insightful!”
- “It gave me the chance to connect with scholars outside my usual network and receive invaluable feedback on my career. Opportunities like this are rare, and it’s wonderful that we can benefit from the insight of such talented and generous scholars.”
- “This was one of the best things that has happened to me so far. And I am immensely grateful that this project was developed.”

### What mentors have said:

- “There are lots of ways you can help a junior person: explaining university politics, how the promotion and tenure process works at different places, strategies for getting external letter writers, etc. When they are not at your own institution you can be much more candid.”
- “It feels good to have the opportunity to contribute to junior people's successes (even if my part is a tiny one). Let's pay it forward!”
- “This was an extremely well-designed program, and I look forward to participating in future years.”

The program will begin in January 2025 with a kick-off session at the FARS midyear meeting (in-person attendance is encouraged but not required) and continue through the end of the calendar year. During the year, mentors and mentees meet virtually for one hour at least once per quarter (but no more than once per month). Mentoring relationships carry no expectations beyond these virtual meetings during the year, including no expectations of research collaboration. Mentees are responsible for organizing the virtual meetings and communicating which topics they would like to discuss. Some example topics include:

- Career development
- Decision making on research projects
- Navigating the tenure process
- Research advice and feedback
- Time management and project allocation
- Networking and visibility
- Personal and professional well-being

- Teaching and writing feedback

To request enrollment in the program, click on the appropriate link below and apply by **November 15, 2024**:

**MENTEES:** The program is open to all FARS members who have completed a Ph.D. but are not tenured faculty. Space is limited; enrollment priority will be given to first time applicants. If you participated in the program before and are enrolled again, you'll be paired with a different mentor this time. Apply here:

<https://forms.gle/ixWEudBNqVnUy3QZ7>

**MENTORS:** We seek tenured faculty from all FARS members to serve as mentors! Please consider sharing your experiences, knowledge, and advice, and helping develop the next generation of accounting faculty. You have no obligations to the mentee beyond the meetings outlined above and beyond the one-year duration of the program. Your service will also be recognized at the 2025 FARS Midyear Meeting. Apply here:

<https://forms.gle/KyNMUo7LLCiYMqbN8>

We will notify all applicants by November 30, 2024 whether you have been accepted in the program and, if so, your mentorship match.

Prior to the midyear meeting kick-off session, we will provide mentors and mentees with guidelines and best practices for making the most of your mentoring program experience.

Don't miss out on this opportunity to connect, learn, and grow within the FARS community! If you have any questions, please reach out to a member of the FARS Mentoring Committee:

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