



APWiL Mentoring Program - Nomination and selection process

As a participating university, ANU can submit nominations for up to two mentees and two mentors to participate in the 2023-24 APWiL Mentoring Program. The number of nominated mentors needs to match that of nominated mentees. The nominees are selected through an internally created process and nominations are submitted to APWiL no later than 15 June 2023.

ANU selection process

1. Deans and Portfolio Leads are invited by email to nominate leaders to participate in the program:
 - a. one mentee from each area; must identify as woman (meaning cisgender, transgender, gender expansive and intersex individuals who identify as woman)
 - b. one mentor from each area; mentors of any gender are welcome to participate.
2. Nominees are invited to apply through an online form.
3. Eligibility checking of nominees is undertaken by the Office of the Deputy Vice-Chancellor (International & Corporate).
4. A selection committee chooses the final participants.

Selection committee

- Professor Sally Wheeler, Deputy Vice-Chancellor (International & Corporate) - Chair
- Professor Penny Brothers, Director Research School of Chemistry, ANU College of Science - Member
- Professor Vinh Lu, Director Research School of Management, ANU College of Business and Economics - Member
- Professor Anna Moore, Director of InSpace - Member
- Hannah Birke, Executive Officer to the DVCIC - Secretary

Selection criteria

In their application, **mentee nominees** are asked to respond to the following four questions:

- Briefly describe your career and leadership journey to date.
- What are your current strength and how might these be enhanced by participating in the APWiL Mentoring Program?
- What are your areas for development as a leader and how do you see the APWiL Mentoring Program assisting your development?
- How do you make a positive contribution to leadership culture at ANU?

In addition, mentee nominees are asked to submit a summary of their employment history (organisation, role, time).

In their application, **mentor nominees** are asked to respond to the following three questions:

- Briefly describe your career and leadership journey to date.
- How you have demonstrated a commitment to supporting the growth of emerging leaders?
- Why would you like to participate in the APWiL program as a mentor?

Using the responses to the questions above, the selection committee assesses mentee and mentor nominees against the eligibility requirements outlined on the [APWiL Mentoring Program website](#).

In selecting the final participants, the selection committee is asked to consider diversity, including diversity in discipline background. Equal representation of STEM and non-STEM disciplines is desirable.

The selection committee may identify a runner-up for both the mentees and mentors to enable for any last-minute withdrawals to be replaced.