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About the authors

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Appendix 1

Interview schedule

1. What mentoring programme is available in your department to support new staff to adjust to the university environment?
2. Were you assigned a mentor (or equivalent support person) when you were appointed by the university? (please indicate whether formal or informal)
3. What form of mentoring support did you receive from your department when you were employed by the university? (formal or informal)
4. What specific role does your mentor play in your professional development and social adjustment to the university?
5. As a professional staff, what benefits have you gained from the mentoring support provided by your mentor?
6. Please provide us with any additional information you may want to share in relation to mentoring for professional staff in your department and the university.
7. How would you describe your mentoring experiences and relationship with your mentor?
8. Would you describe the mentoring for newly employed staff as sufficient for mentees to cope with the demands of their job and to enhance their career development?