

Guidelines for the relationship between authors and mentors

1. Our guiding principles

The ethos of our Working Paper Nursery (WPN) ([link to site](#)) is based on collaboration, quality, support and professionalism. We want to provide a means to improve academic excellence through a friendly, critical and nurturing process of mentoring. For this reason, a positive mentor/mentee relationship is crucial for the success of the WPN.

2. The mentor/mentee relationship

The mentor kindly agrees to act as a guide and advisor to the mentee on a volunteering basis. After the appointment of the mentor for a specific academic contribution, the relationship between a mentor and the author(s) is entirely and independently managed by the two parties. We hope that this new liaison will result in new ideas, improved academic outputs and the creation of future synergies.

3. Mentor/Mentee relationship management

The author(s) and mentors will agree on a timeline for the provision of feedback, including, when appropriate, a schedule of meetings in person/via Skype and/or written feedback. It is recommended that feedback is provided on at least two or more occasions. It is important to respect each other's time, schedule and deadlines. We believe in an incremental improvement of a paper that is centred on the development of quality and skills.

4. The author(s)

The author(s) will provide a full working paper (whether an article, edited chapter or other type of academic output) following the formatting guidelines of our WPN ([link to the site](#)). They will get in touch with the assigned mentor and indicate what type of feedback they are hoping to get – general on content or more specific regarding a theoretical framework, methodology, a particular journal or conference. Author(s) cannot expect mentors to re-write their papers or act as second authors (unless so agreed by both parties) and will respect the mentor's availability. Nonetheless, PuntOorg encourages joint papers and future collaborations.

5. The mentor

The mentor will carefully read the article/chapter to provide feedback as per the author(s) request in an accurate and timely manner. The aim is to help the mentee(s) improve the quality of their academic output; by accepting to provide feedback mentors agree to follow our Working Paper Nursery ethos and guidelines ([link to site](#)). Mentors will be mindful of the author(s)'s needs and deadlines and strive to provide as much advice as possible to help the working paper achieve its best potential.

6. The working paper after-life

Papers are published on our website in their original 'working' form to highlight the value of the developmental process of research, before the start of the mentoring process. The WPN encourages authors to further develop their working papers and collaborations after having received feedback from the WPN Mentor in order to seek publication in journals or books. Please refer to specific journals and publishers on specific requirements and format of their publications.

We invite all authors to mention the contribution of the PuntOorg WPN in their acknowledgements throughout the life of the publication of the paper.

PuntOorg Working Paper Nursery welcomes feedback to improve our guidelines, please don't hesitate to contact us for comments and suggestions wpn@puntoorg.net