



## MENTORING – EFFECTIVE STAFF DEVELOPMENT for Female Postdocs & Junior Professors

### INFORMATION AND CONTACT

#### Contacts at the Universities of Greifswald and Rostock

Annette Ehmler

Tel.: +49 3834 420 1146

mentoring@uni-greifswald.de

Dr. Stefanie Westermark

Tel.: +49 381 498 1047

mentoring@uni-rostock.de

#### Mentoring Advice Office for Mecklenburg-Vorpommern

Angela Hoppe

Tel.: +49 3834 420 1327

angela.hoppe@uni-greifswald.de

Please contact us for further information  
or find out more at:

[www.uni-greifswald.de/en/mentoring](http://www.uni-greifswald.de/en/mentoring)

[www.uni-rostock.de/en/mentoring](http://www.uni-rostock.de/en/mentoring)



Ministerium für Soziales,  
Integration und Gleichstellung



© Photos: Katrin Freund, Vincent Leifer



# ”

## MENTORING-PROGRAMME

### Female Postdocs & Junior Professors

KarriereWegeMentoring



## ” THE MENTORING INITIATIVE

The number of women completing their doctoral studies at the Universities of Greifswald and Rostock is high when compared to the national average; they constitute a huge potential number of young female academics.

However, the proportion of women dwindles with every further qualification stage: The numbers of female postdocs and, in particular, professors are well below the national average at the universities in Greifswald and Rostock.

Both universities have identified the need for action and aim to increase the proportion of women in top positions. As mentoring programmes are a successful instrument of gender-specific staff development for young female academics,

the universities support excellent female postdocs and junior professors with the KarriereWegeMentoring programme on their career paths to a leading position in science and research.

The mentees use the programme to consistently pursue the strategic realisation of their individual career plans and the setting up of professional networks.

The structured 22-month programme is supported by the federal state of Mecklenburg-Vorpommern and the European Social Fund. The concept and realisation follow the quality standards of Forum Mentoring e.V. (Federal Association for Mentoring in Science).

## ” PROGRAMME COMPONENTS

### The Mentoring Relationship

The central component is the mentoring relationship that can have a dual structure: Every mentee selects an external person from her subject area as a mentor. Mentees can also suggest an optional non-subject-specific person from her own university as an internal mentor. Important aspects of the mentoring tandem are the exchange of experience on equal terms with the mentor, career impulses and strategic contacts in the scientific community. Mentees receive insights into the unofficial “ground rules” of their future fields of activity, or also answers to questions like how careers can be made compatible with private life.

### The Seminar Programme

The first-class seminar programme has been

tailored to match the specific career paths of female early career researchers. It looks at the gender-specific structures of the scientific world and prepares participants for future leadership and managerial positions by providing sessions on e.g.:

- Application and professorial appointment training
- Strategic networking
- Human resource management
- Communication and conflict management
- Raising of external funding

### Network Events

Mentees meet other female early career researchers and invited guests at themed network events.



## ” PEER-MENTORING

The mentees can use the advice they receive from colleagues to intensively reflect on their own goals and progress. This results in the development of a non-competitive and cross-disciplinary platform for exchange.

## ” COACHING

Coaching is a professional form of advice. During individual and group advisory sessions, the mentees take a look at current challenges related to their work and careers.