



MENTORING – SUCCESSFUL HUMAN RESOURCES DEVELOPMENT FOR YOUNG FEMALE SCIENTISTS

for PostDocs and Junior Professors

INFORMATION AND CONTACT

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www.uni-greifswald.de/foerderung/karrierewegementoring.html



www.karrierewegementoring-rostock.de

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Universität
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Mecklenburg
Vorpommern
Ministerium für Arbeit,
Gleichstellung und Soziales

ForumMentoring
Bundesverband
Mentoring in der Wissenschaft

EUROPÄISCHE UNION
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MENTORING-PROGRAMME

for female PostDocs & Junior Professors

KarriereWegeMentoring

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THE MENTORING INITIATIVE

Many women graduate with a doctoral degree from the universities of Greifswald and Rostock. If we compare this to the rest of the situation in Germany, it means a great potential of young female scientists. However, the proportion of women decreases with rising qualification levels: For female PostDocs and particularly professors, University of Greifswald and University of Rostock lag behind the national average by a margin.

Both universities recognize the need for action and aim to increase the amount of women in leadership positions. Since mentoring programmes are successful gender equality tools of human resources development for young

female scientists, the universities promote excellent PostDocs with the mentoring initiative KarriereWegeMentoring on their way to a leadership position in science. Here mentees rigorously pursue the strategic realisation of their individual career plans and the generation of professional networks.

The structured 22 months-long programme is supported by the federal state of Mecklenburg-Western Pomerania and the European Social Fund. The design and implementation abide by the quality standards of the Forum Mentoring e.V.

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THE PROGRAMME ELEMENTS

The Mentoring Relationship

Central element of the programme is the mentoring relationship, which is binary in its structure: Each mentee has an internal, subject-independent mentor of her institution as well as an external mentor of the same discipline. The most crucial aspects here are a non-hierarchical exchange of experiences with both mentors, stimuli for one's own career, the informal knowledge of the unwritten rules of the future fields of activity, and strategic contacts into the scientific community.

The Seminar Programme

The high-quality seminar programme is geared towards the specific career path of young female scientists. It addresses the gender-specific structures of academia and prepares

purposefully for future leadership and management duties, for example through the following seminar topics:

- Application and Appointment Training
- Strategic Network Analysis
- Human Resource Management
- Work-Life-Balance
- Communication and Conflict Management
- Acquisition and Strategic Use of Research Funding

The Networking Events

Mentees meet other young female scientists and invited guests at thematic networking events.



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THE PEER MENTORING

With the help of collegial advice, mentees grapple with their personal goals and progress. An interdisciplinary exchange free of competition develops.

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THE COACHING

Coaching is a professional form of advising. As needed, mentees address current challenges related to their work and career in individual consultations.