
HR development through cooperation between mentoring programs and other actors.

Experience at the University of Fribourg with the «BuLa Network».

**Helene Füger, Muriel Besson
Eument-net Workshop, LMU München
8-9 October 2012**



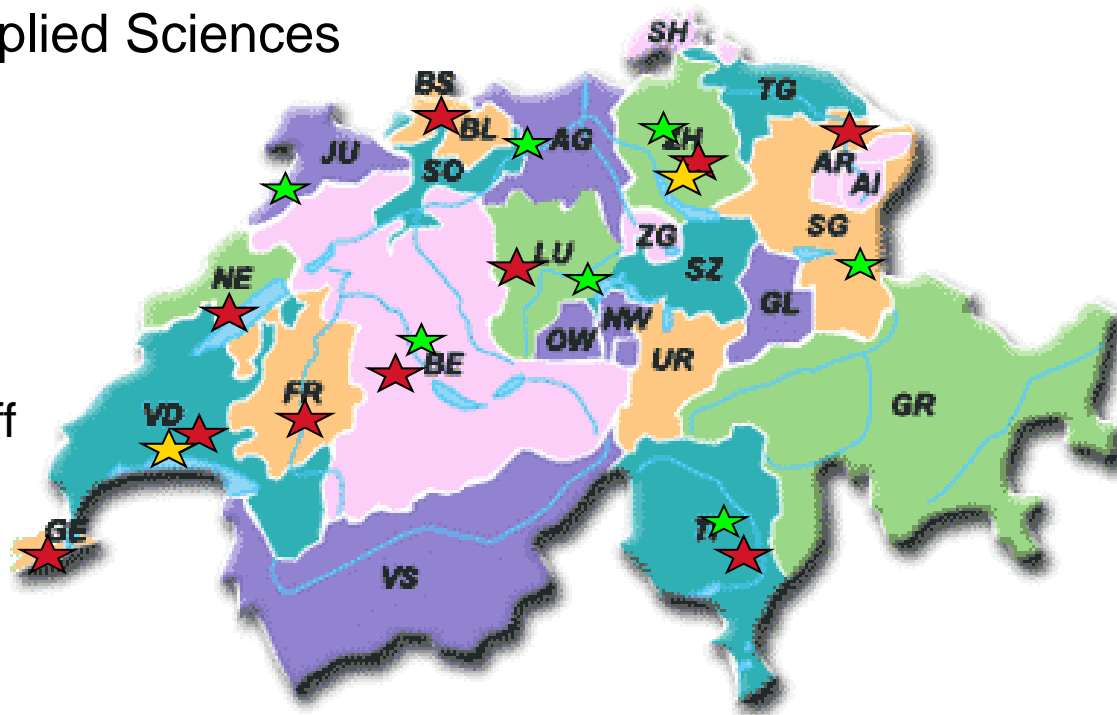
UNIVERSITAS
FRIBURGENSIS

SERVICE DE L'ÉGALITÉ / DIENSTSTELLE FÜR GLEICHSTELLUNG

Swiss Academic landscape

- ★ 10 Cantonal Universities
- ★ 2 Federal Institutes of Technology (ETHZ, EPFL)
- ★ 7 Universities of Applied Sciences

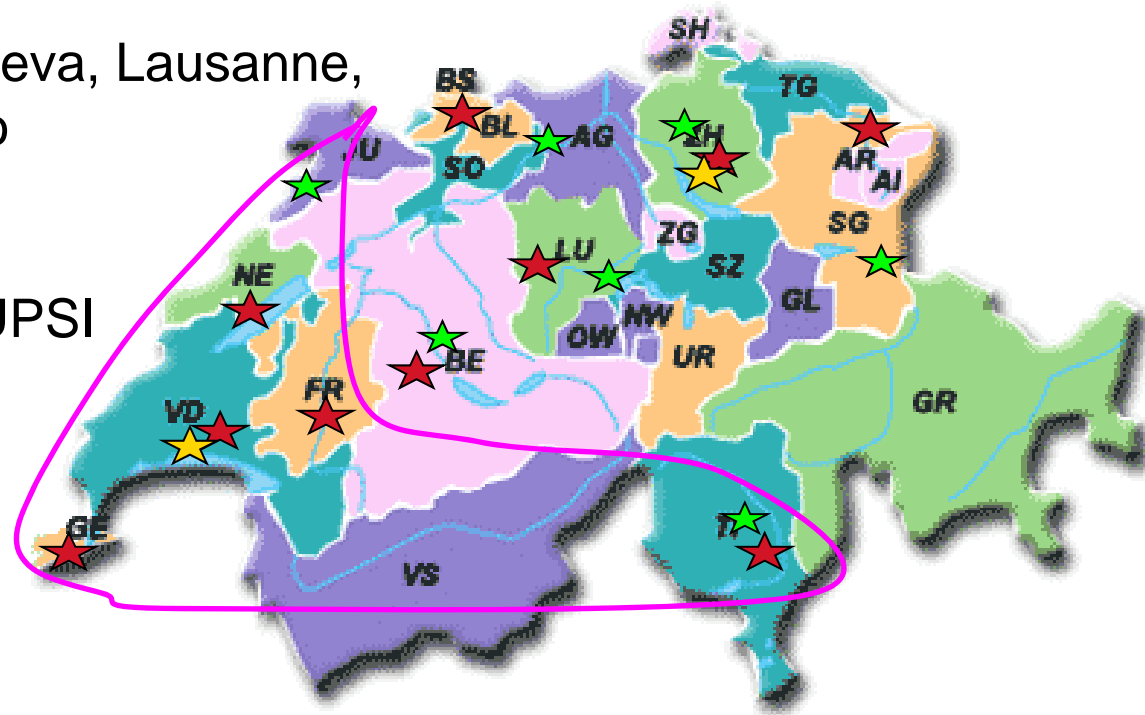
Universities
135'000 Students
•50% Women
•28% Foreign
51'000 Academic Staff
41% Women
56% Foreign



The BuLa

~ **Bureaux Latins** =
Gender equality
offices at universities in
Western and Southern Switzerland

- ★ Uni: Fribourg, Geneva, Lausanne, Neuchâtel, Lugano
- ★ EPFL
- ★ UAS: HES-SO, SUPSI



Réseau romand de mentoring (RRM)

- Start 2000
 - Cross institutional one-to-one mentoring, all disciplines
 - Mentees: advanced doctoral students and post-doc, aiming at an academic career
 - Mentors: professors from different university than mentee
 - Aim
 - providing references, strategies and useful information for a university career
 - strengthen participants scientific networks
 - strengthen women's position in academia
 - contribute to gender aware academic staff development policy
- www.unifr.ch/f-mentoring

Advantages of interuniversity cooperation

- Answers researchers' need of networks
- Provides more learning opportunities
 - For mentees, mentors and the institutions alike
- Increases pool of mentees and mentors
- Allows for greater offer

- Challenge
 - Institution's identification with the program

REGARD course programme

- Launched in 2004 to
 - Improve leadership, career and gender competences among university staff
 - Contribute to create a women friendly work environment.
- 20 workshops / year
 - Topics include: Leadership; Group management; Project management; Work/Life Balance; Publications; Mobility; Third party funding; Hiring procedures, etc.
- Target population
 - Changed from mixed to women only; men depending on topic

StartingDoc

- Start 2006
 - Cross institutional group mentoring program, all disciplines
 - Mentees: doctoral students at beginning of PhD (women)
 - Mentors female senior researchers and professors (women)
 - Aim
 - Provide references and tools for a good start of the doctoral thesis
 - Build networks
 - Increase understanding of issues related to the doctoral path and the academic career
 - Develop transferable skills
- www.unil.ch/mentoring

Brochures and electronic platform

- ***Getting your thesis off to a good start.***
Guide for doctoral students.
- ***Beyond the doctorate.***
Guide for advanced doctoral and postdoctoral students.»
- Relevant topics
- Practical information
- Gender equality mainstreamed



Now also a forum on www.releve-academique.ch

Challenges

- How to position «women only» offers and offers dedicated to advance gender equality in a changing context of academic staff development?
 - Change in doctoral education
 - ☐ Doctoral programs
 - Increased competitiveness among researchers
 - ☐ who should mentoring programs support?
 - Increasing HR autonomy for universities
 - ☐ Opportunity or risk?

Strategies at the BuLa and the University of Fribourg

- Consolidate inter-university cooperation
 - Formalize cooperation through agreements
 - Common communication activities
 - Exchange on strategies, etc.
- Strengthen contacts with regional networks
 - *Conférence universitaire de Suisse occidentale* (CUSO): dedicated to advance PhD programs, etc.
 - *Réseau Conseil & Formation en Enseignement* : Faculty Development focused on pedagogical issues

Strategies at the BuLa and the University of Fribourg

- Increase intra-university cooperation in HR development
 - Strategies developed in institutional Gender Equality Action Plans 2013-2016
 - Focus on HR policies and Faculties
- Strengthen exchange on national level
 - Among mentoring programs
 - With other actors involved in academic staff development

■ Thank you for your attention!

➤ www.unifr.ch/egalite