

Human resource development through cooperation between mentoring programmes and other actors / measures in the field of promotion for young academics



ScienceCareerNet Ruhr

CoachingPLUS
mentoring³

Karriereforum
Herbstakademie

Mentoring³

Agenda

- University Alliance Metropole Ruhr (UAMR)
- Target group
- Program
- Goals
- Questionnaire and results
- Interviews and results

UAMR: consortium of 3 cooperating universities

- Technische Universität Dortmund (TU Dortmund)
- Ruhr Universität Bochum
- Universität Duisburg-Essen
- Since 2009



University Alliance Metropole Ruhr

- University network of 89,000 students, 1250 professors, and a unique diversity of disciplines
- Support high potential academics in the Ruhr area

Target group

- Female young academics: Duisburg-Essen, Bochum and Dortmund
- Humanities, natural sciences and engineering
- Focus on PhD students or postdoctoral students

Program

- 2 year mentoring-program : one-to-one mentoring, networking and trainings
- Only for women
- Exclusive: 15 participants in one round
- Since 2005 nearly 300 female young scientists attended the mentoring-program

Goals of mentoring³:

We want to ...

- Support all subject groupings by a special program
- Promote the strengths of the individual universities
- Pursue common research and teaching programs
- Show career options
- Give orientation and network
- Promote women

Questionnaire

- We asked the first 89 participants in 2005 and 2006
- 41 answers → return rate of 36%
- Marks from 1 (very true) to 4 (less true)

Very helpful:

- To get to know informal knowledge and about the rules of the 'game' (AM: 1.68)
- To develop and to know better the personal skills (AM=1.78)
- To reflect the own professional situation (AM=1.66)

Less helpful:

- To expand the scientific community (AM= 3.24)
- Building new networks (AM= 2.93)
- To find strategies for the compatibility of family and occupation (AM=3.02)

What effects has the UAMR-cooperation?

- A view beyond one's own nose (AM=1.78)
- Contact cooperation in applications for research projects (AM=3.88)
- To the former mentor (AM=22%)
- Contacts with others whom they met during the mentoring (53.7%)
- "The mentoring-program was very important for my PhD, but less my mentor than the mentees. We met continuously for writing or exchanging ideas for the dissertation"

Interviews

- Face to face interviews with former PhD-students in engineering in mentoring³
- 16 Interviews of N=26 → return rate of 61,5%
- In engineering we have the lowest number of women. 42% of all PhD students are female, but only 13,6 % in engineering (Statistisches Bundesamt 2009, S. 22)

- Big subjects: network, compatibility of career with family, conflicts, gender, work strategies, writing the PhD-thesis

The mentoring-group/-network

- The network has the biggest effect in short-term as well as in long-term
- Helped the mentees on a psychosocial level, more than on a career level
- Helped finding like-minded people, “fellow sufferer”



Mentor

- Positive factors for new networks are: a homogeneous group in discipline, qualification aims and gender in minority

Self-assurance

- They got an acknowledgment for their occupation
- They are not alone with their problems
- They reflect the own situation, especially as woman
- They don't feel as outsiders and get to know other women
- Role-Models
- They identify gender behavior differences and want to destroy stereotypes
- Their self-assurance got strengthened

Family

- Today (five years after the participation) the women are in the age to make a decision about it
- Exchange with other mentees was described as positive
- They identify a cultural problem for childcare

Conclusion

- A professional nearness is advantageous
- Mentoring has positive, less negative effects
- Beside the one-to-one mentoring there is a need of the networking-meetings and the trainings as a complement for a holistic development of the participants



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