



GEORG-AUGUST-UNIVERSITÄT
GÖTTINGEN

Goettingen
Research Campus



Dr. Manuela Kaiser-Belz - University of Göttingen

Dorothea Schlözer Mentoring Program Advancing Womens' Careers in Science

Eument-net Second International Workshop

8-9 October 2012

LMU München – Center for Advanced Studies

09 October 2012



Initial Situation: 27 recruited Junior Research Group Leaders (since 2008)

Institutional Strategy (Brain Gain) - German Excellence Initiative



Recruited JRGLs:

52% female

52% from foreign countries

22% German expatriates

Research Group Members:

36 Postdocs (13 female)

56 PhDs (24 female)



Aims Brain Gain Measures

- Developing the research profile of the University
- Providing reliable career prospects for early-career academics
- Integrating new researchers and topics on the Campus



Support of female PhDs and Postdocs in the new research groups to develop their academic careers:

“Dorothea Schlözer Mentoring Program“ (in 2010)



Institutional Strategy for the Mentoring Program

- Supported by the Presidential Board
- Funded by the Excellence Initiative
- Central coordination (Institutional Strategy Office)
- Pilot project to develop a successful mentoring concept for the University
- Target: Support and career development for female young academics with interest in an academic career



Dorothea Schlözer Program

Elements of the Program

**Dorothea
Schlözer
Medal**

Since 1958

**50 Doctoral
and
Postdoctoral
Fellowships**

Since 2009

**Qualification
Program for
Female
Postdocs**

Since 2009

**4 Postdoc
Positions**
(Institutional
Strategy Office)

In 2010

**Mentoring
Program**
(Institutional
Strategy Office)

Since 2010



Particular challenges

- First mentoring program of the University (besides the Mentoring Program in the Medical School) for young academics
- Central coordinated – accepted decentral?
- Targeted to a special group of young academics (in the first round)
- English conceptualisation of the program (trainers, mentors, international oriented mentees)
- Opening the program for all female PhDs and Postdocs



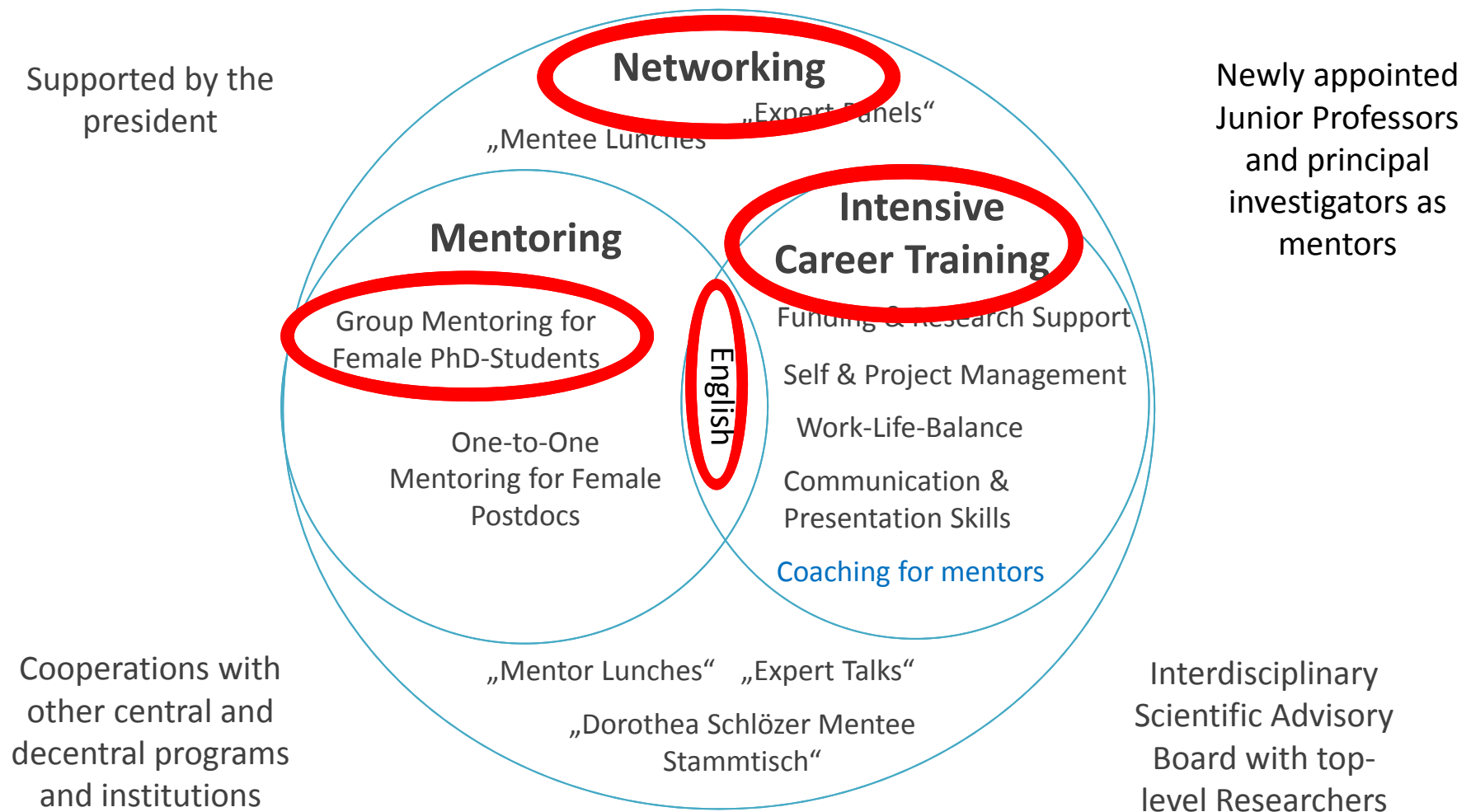
Foci of the Mentoring Program

- Exchange and mutual support among mentees from different fields and with different backgrounds
- Internationally experienced mentors
- Interdisciplinary career training for mentees
- Further development of mentors
- Cooperations with other central and decentral programs and institutions on the Campus to develop a longitudinal central-decentral coordination concept of the program

(Graduate Schools, Equal Opportunity Office, Mentoring Programs of Faculties)



Dorothea Schlözer Mentoring Program





What works well?

- Support by the president and by the Scientific Advisory Board
- Cooperation with other decentral/central units (Graduate Schools, Equal Opportunity Office)
- Group mentoring to support exchange and learning processes between different mentees
- Intensive career training in little continuous groups
- Openness of mentees and mentors for an interdisciplinary and international concept
- Participation of newly appointed female and male junior professors and senior professors
- Divers formats for networking events with different experts campuswide
- Coaching for mentors



What else do we observe?

- International mentees and mentors sensibelize for specific and difficulties at Göttingen University
 - Mentees use the public networking events (panel discussions, expert talks) to bring in their perspectives on different career or other relevant topics
 - Male mentors are beginning to understand better structural barriers for female academics
 - Strengthening the communication and networking among mentors and other experts from the campus who are involved in different networking events
 - ???
- external evaluation planned after three rounds of the program in 2014



Remaining challenges

Practical level:

- Recruitment of english speaking trainers and international experienced mentors
- Developing a pool of suitable mentors
- Qualification of mentors
- Making mentees more visible

Political level:

- Focussing only on ‚outstanding‘ high potentials ?
- Providing mentoring for male PhDs and Postdocs?

Institutional level:

- Establishing mentoring as a permanent instrument of an academic career development centre



Thank you for your attention!

Questions?



Group mentoring for PhDs

Mentoring

- Groups of four mentees meet at regular intervals for exchange, mutual support and preparation of meetings with their mentor
- Subsequent meetings of the group with a female or male mentor to discuss questions and problems in a supportive environment

Training

- Training in enhancing team competences (in groups of four mentees)
- Additional workshops with professional trainers to increase knowledge and skill sets in the areas of
 - career planning and development
 - balancing career and family commitments
 - networking
 - communication, presentation, self-marketing

Networking

Joint events for mentees and mentors with the opportunity to inform themselves on other topics that are career relevant or from other areas of life



One-to-One mentoring for Postdocs

Mentoring

- Regular meetings with a female or male mentor to discuss questions and problems in a trustful atmosphere

Training

- Intensive career training for the group of up to 12 postdoctoral mentees:
 - development of career goals including individual measures to achieve them
 - strengthen skills in project and time management
 - work-life-balance
 - setting priorities and limits
 - developing communication skills in connection with hierarchies and in dealing with persons from other backgrounds
- Additional workshops with professional trainers to increase knowledge and skill sets (see additional workshops for PhDs)

Networking

Opportunity to inform themselves on career relevant topics or other area of life



Disciplines of Mentees - Second Round

Second Round

