

# eument-net, Workshop 8-9 October 2012

## Sustainability and advancement of mentoring programmes

Contribution to thematic track 1

**Human Resource Development through cooperation between mentoring programmes and other actors/ measures in the field of promotion for young academics**

Ruth Kamm  
Kiel University, Germany

# The Programme – via:mento

via:mento - mentoring programme for female scientists in postdoctoral positions

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Christian-Albrechts-Universität zu Kiel



via:mento

- first university-wide mentoring programme at Kiel University
- funded under the „Programme for Women Professors“ by the Federal Ministry of Education and Research together with the Federal States
- coordinated by the university’s Equal Opportunities Office
  
- approx. 15 female scientists in postdoctoral positions from all faculties per round (21 months)
- supports women in the planning and the advancement of their scientific careers and in their preparation for high-ranking positions in academia and research
- combines three modules: individual one-to-one mentoring, trainings for all mentees and network activities of the mentees

# Cooperation in HRD

## Status Quo and Motivation

### **Strategic cooperation regarding conceptual work**

#### HRD-concept

- activity: integration of mentoring in the university's HRD-concept
- aim: to ensure that well-established measures to support female scientists are integrated in an overall concept

#### new mentoring initiatives

- activity: regular exchanges with colleagues on possible new mentoring initiatives
- aim: to share knowledge/ experience on mentoring and to support the development of new mentoring initiatives and their quality

# Cooperation in HRD

## Status Quo and Motivation

### **Cooperation structures within via:mento**

#### advisory board

- activity: allows interdisciplinary exchange on mentoring and on ways to promote and support female scientists
- aim: to broaden the awareness level of via:mento at the university to get support for the institutionalisation of the programme

#### cooperation with the Continuing Professional Development Center

- activity: institutionalised and informal cooperation
- aim: joint efforts in developing programmes for female scientists

#### networking activities of the mentees

- activity: women professors of Kiel university are invited to via:mento networking dinners
- aim: to win facilitators for programme topics and aims

## Cooperation in HRD

What works well (+)

What has to be improved (-)

- + good exchange on the working-level
- + high acceptance of mentoring as suitable measure to support female scientists
- + high interest to extend the programme on the basis of third party funds
  
- transformation of awareness into long-term commitment

# Contact

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Christian-Albrechts-Universität zu Kiel



Ruth Kamm, project coordinator via:mento

Christian-Albrechts-Universität zu Kiel  
Stabsstelle Gleichstellungsbeauftragte  
24098 Kiel

rkamm@gb.uni-kiel.de  
Tel.: 0431/880-1833  
Fax: 0431/880-1751

further information: [www.mentoring.uni-kiel.de](http://www.mentoring.uni-kiel.de)