



LUDWIG-  
MAXIMILIANS-  
UNIVERSITÄT  
MÜNCHEN

LMUMentoring • Central Programme Coordination

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## Women become more visible

Results of the mentors-survey



## Summer 2010: Survey among our mentors about LMUMentoring, their experiences and their ways to see the programme

Evaluation of the 12 questionnaire by the central programme coordination

The questionnaire contained four items:

- 1) Role and activities of the mentors
- 2) Relations to and performances of the mentees
- 3) Concept an structure of the programme
- 4) Results and effects



## 1) Role and activities of the mentors

- Our mentors are satisfied or very satisfied with their mentorship.
- Most mentors are satisfied with the recognition of their work.
- All mentors do have a personal benefit from the mentoring relations:
  - Communication with younger researchers
  - Improvement of one's own advisory skills
  - Improvement in leadership skills and extended professional network
  - New motivation for the scientific work



## 2) Relations to and performances of the mentees

- The relationship to the mentees are described as positive or very positive, as trustful and respectful.
- Meetings without the impulse of the mentor.



- Mentors are satisfied or very satisfied with the personal and professional progress of their mentees.
- Increase of the mentees' publications' output, prestigious awards or scholarships and third-party founding.
- Benefits for the mentees: Support for the diverse qualifications steps and of the development of professional perspectives. Increase in motivation, scientific output and soft skills



### 3) Concept and structure of the programme

- The cooperation with the central programme coordination is defined as very good or excellent.
- The cooperation with other entities in the LMU was estimated more reluctantly.
- Only one half of the mentors received positive feedback within their own faculty.
- Most of our mentors are convinced, that it is right that only female professors are accepted as mentors.



## 4) Results and effects

- Strength of LMUMentoring:
  - Financial assets
  - Official character
  - Institutional anchor
- All mentors agree that it is essential for the programme to become permanent and abandon its status as a mere project.
- Varied evaluation of the change of structure and cultures through the mentoring programme.
- Some mentors state, that LMUMentoring did not cause any structural, organizational or formal changes in their faculties.



- Other mentors emphasize, that the female scientists became much more visible in the faculty and that their position is strengthened, which leads to a better self-assurance.
- One mentor reports, that gender equality became a topic among the mentees and in the faculty.
- Financial support for the mentees provides mentees with the same kind of startup conditions that most male researchers have.





### Question of the thematic track:

Can we initiate or support structural change via mentoring?

With our programme it is possible to initiate structural and organizational change at our institution.

- 1) Financial support gives female scientists the same starting-possibilities in research as their male colleagues.
- 2) Better visibility of female scientists and the well-known sentence „we would have chosen a woman, but sorry there was no one to find“ does not hit anymore.
- 3) The various networks of the mentees, within the faculties and beyond, leads to an improved self-assurance. These networks could be a counterpart of the famous so called „old-boys-networks“.



4) The reaction and therefore the effectiveness of structural change potential vary among the faculties. It is very helpful, that LMUMentoring is a programme of LMU's executive board, so that faculties or persons cannot ignore the mentoring programme completely, but have to deal with it in one way or the other. Some structural or cultural change may come all but through the backdoor

