

Mentoring in Academia and Research:
a Tool to Improve Gender Equality in Human Resource Management

23.10.2020
9.30 – 13.30

www.genderaveda.cz
www.eument-net.eu

The poster features a colorful background with scientific and educational icons like a microscope, DNA helix, and gears. In the foreground, there are silhouettes of three people's heads in profile, facing each other, with thought bubbles above them containing various symbols like a brain, a gear, and a DNA helix.

International Online Expert Exchange

Session 3: How to work with mentees?

■ Facilitator

- Ana Belén Amil (Central European University, Vienna)

■ Experts

- Dr. Phuong Glaser (University of Cologne, Germany)
- Dr. Julie Batut (Integrative Biology Center Toulouse, France)

■ Experts

- Dr. Phuong Glaser (University of Cologne, Germany)



Mentoring Program for International Female Scholars (IFS Mentoring)

- **Founded** in 2012 and affiliated at HR Dept. for Researchers
- **Goal:** Support for career planning and personal development
- **Target groups:** international female scholars
 - Postdocs*
 - Assistant professors*
 - Advanced PhD candidates*

who are working at or affiliated with the UoC and pursuing an academic career or/and looking for a new perspective in their career planning

- **Language:** English
- **Program duration:** 1 calendar year
- **Costs:** Free of charge (only a registration fee: 30 EUR)

- **Certificate** of participation: upon completion

Contents of IFS program

Mentors come from desired working fields (in or outside academia)

Matching process is involved in a cooperation between mentees and coordinator

Suggestions from mentees play an important role

ONE-TO-ONE MENTORING
4 meetings p.a. (à 1-1,5 hours)

NETWORKING/ PEER GROUP MEETINGS
1 per quarter

WORKSHOPS AND TRAININGS
<1 per month

INDIVIDUAL COACHING/ CONSULTING
on request

2-4 hours
Kick-Off (Compulsory)
Peer Coaching
Intro to German Acad Sys
Gender in Academia
Funding Opportunities
Funding Proposal
Closing Event

1-day workshops
Cross-cultural Training
Career Planning

■ Experts

- Dr. Julie Batut (Integrative Biology Center Toulouse, France)
Scientist Researcher CNRS





FEMMES & SCIENCES

Mentoring Program for CBI PhD Programme – Toulouse (France)

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association



- **Founded** in 2015 in Montpellier and in 2017 in Toulouse affiliated at 2 doctoral schools



- **Goal:** Support for career planning and personal development
- **Target groups:** PhD students
- **Language:** English, French
- **Program duration:** 1 year (November to June)
- **Costs:** Free of charge
- **Certificate** of participation: upon completion doctoral school credit unit



<http://www.femmesetsciences.fr/mentorat-occitanie-ouest/>
<https://cbi-toulouse.fr/fr/equipe-programme-phd>



Julie Batut – julie.batut@univ-tlse3.fr

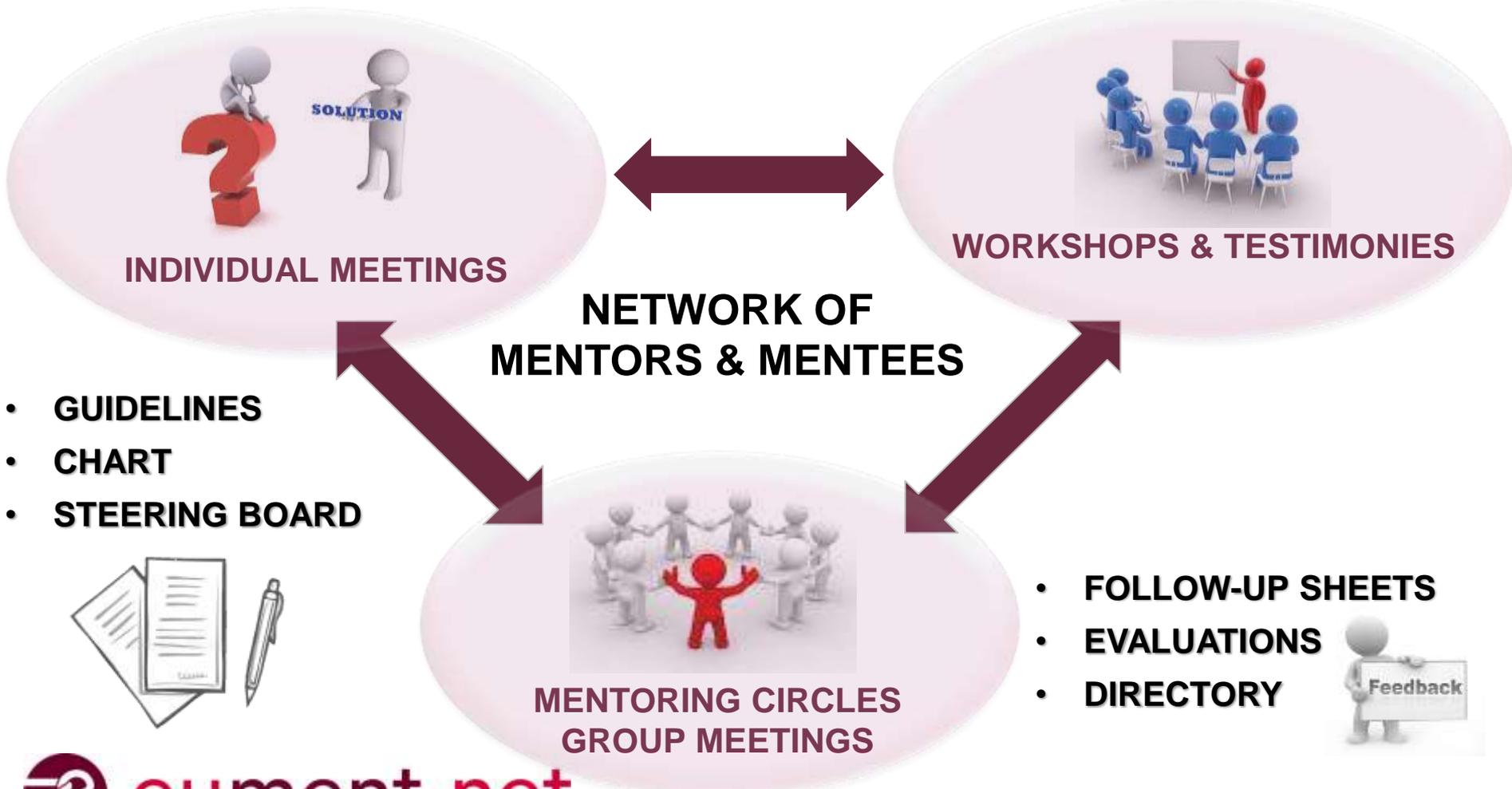


gender & science



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Mentoring Program for CBI PhD Programme – Toulouse (France)



- GUIDELINES
- CHART
- STEERING BOARD



- FOLLOW-UP SHEETS
- EVALUATIONS
- DIRECTORY



Session 3: How to work with mentees?

■ Goals of the session

- Main goal is to get tips on what to do with mentees to reach specific aims and solve specific problems
- What are Possible problems regarding the cooperation with mentees?
- How can we solve these problems? Best Practice

Session 3: How to work with mentees?

■ Structure

- Commitment of the mentees
- Matching – contacting and meeting
- Expectations towards the mentees
- Working with mentees
- Benefits for mentees

Session 3: How to work with mentees?

- ***Commitment of the mentees***
 - Create a credit point system
 - Capture the up-to-date needs and wishes of mentees
 - Availability check at the beginning
 - Mentoring agreement with mentors
 - Long-term connection to the program (become mentor for next generation)

Session 3: How to work with mentees?

- ***Get in contact and expectations***
 - Different approaches: one-day training with professional trainer bet mentors and mentees (coll. Intelligence as tool to practise) . Direct contact by the mentors themselves or via the program coordinators
 - Clear and precise communication of expectations (mentees towards mentors and vice-versa):
 - » Commitment, voluntary base
 - » Time required and organisational structure of the program
 - » Openness
 - » Role definition, clarifying the needs of each other

Session 3: How to work with mentees?

- **Working with the mentee**
 - Preparation of role as a mentee: (mentoring agreement, gender- & diversity workshop)
 - Obligations / “mentoring schedule“ > in written form
 - Quality Management (mid term / end evaluation)
 - Networking (advantages of online formats!)
 - Time consuming (find out rewarding aspect)

Session 3: How to work with mentees?

- ***Benefits for mentees***

- Professional assistance of the mentoring process:
 - » Allocation of tutors (costly)
 - » Support through coaching, training, supervision
- Strengthening of the own advisory capacity and leadership competence
- Expansion of own networks and new cooperation possibilities
- New impulses, ideas and incentives for the own work
- Reflection of own position and role

Session 3: How to work with mentees?

■ Conclusions/statements from our (expert) side

- tbd
- tbd
- tbd
- tbd