

Although German universities are required by law to take down barriers that prevent female researchers from pursuing academic careers, a glass ceiling that limits the advancement of female researchers still prevails.

In the recent past, more female than male students have registered at Trier University (by a 60/40 ratio in 2016/2017). However, these numbers do not extend to all levels, as only a comparatively small fraction of female researchers continues to build a career for themselves in academia. As of 2016/2017, women held only 25 per cent of all professorships at Trier University.

Mentoring has proven to be a successful tool to address this issue. Offering assistance and guidance in inquiries both personal and professional, the mentoring-programme supports female researchers in their career development. Specifically, the mentoring-programme attends to:

- Counteracting the unilateral drain of talented female researchers
- Supporting female researchers in planning their careers
- Opening networks to female researchers
- Increasing the representation of women in executive positions and professorships

The University at Trier is a member of Forum Mentoring e.V.



 **Universität Trier**

Please find the latest  
application deadlines  
on our homepage.

**Do you have further questions?**

**Would you like to apply?**

**Would you like to mentor others and  
offer your expertise?**

**Get in touch!**

**Contact**

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# MENTORING



Universität Trier

Career Planning for  
female PhD students

Office of Equal Opportunity

## Target Group

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We help female researchers actively shape their career: We encourage female PhD candidates to pursue a career in academia and to obtain executive positions. We welcome international applicants.

## Tandem

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To ensure you get exactly the kind of support that you need, we will put you in contact with someone who is experienced in the career field you aspire to pursue – whether it is from academia, research management, administration, politics or the free market. These one-to-one mentoring sessions are the heart and soul of the programme.

## Duration

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You will meet with your mentor approximately once every three months for a duration of two years. The Office of Equal Opportunity will monitor your progress and supervise the collaboration with your mentor.

## Application requirements

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The Office of Equal Opportunity welcomes applications from all female PhD student registered at Trier University. Please include in your written application your CV and a letter of motivation.

The programme is free of charge for all mentees. We expect you to show active participation in all aspects of the programme.



## Your mentoring relation...

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- Will be voluntary and consensual
- Will be impartial
- Will be limited to a fixed period of time
- Will involve personal contact with your mentor
- Will be confidential
- Will be committed
- Will respect your expectations and agreements

## Contents

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We encourage you and your mentor to design your mentoring relation according to your individual requirements. Aspects that you might want to address include...

- Defining your goals and monitoring your progress
- Practicing and broadening your skillset
- Sharing and transferring informal knowledge
- Creating and managing networks in your career field



## Training / Qualification

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Every mentoring relation begins with an introductory workshop. In addition, you will be required to attend two further workshops as supplementary parts of the programme:

- Stand out and come out on top: On shaping your profile and asserting yourself in a professional context
- Career planning for female PhD students

Additionally, we encourage you to attend the workshops and seminars of the “Perspektiven & Praxis” series of the Office for Equal Opportunity.

## Networking

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- Brown-bag lunch series for female academics
- Meet your fellow mentees
- Meet your mentor’s colleagues
- Get access to our own information network

Our members of staff are happy to help you with any inquiry you may have. Please do not hesitate to contact us and ask for individual counselling.

**You can also find out more at [www.mentoring.uni-trier.de](http://www.mentoring.uni-trier.de)**