

Female scientists in various qualification stages still drop out of the scientific system in larger numbers than their male colleagues. This is why the universities have the legal mandate to include the advancement of women in their quality assurance systems.

The University at Trier currently has a percentage of women students of about 60 percent, amongst the professorships of currently only 25 percent (WS 2016/17).

Mentoring is a successful instrument for the specific advancement and career development of female scientists. Mentoring programs aim to answer personal and professional questions individually and are used at higher education institutions:

- to counteract against the one-sided loss of talented female scientists
- to support them individual in their active career planning
- to open them career-orientated networks
- to increase the presence of women in professorships and management positions.

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



 **Universität Trier**

**Next application deadline:
April 18th, 2019**

You have questions and would like to contact us?

You would like to apply for acceptance into the program?

You would like to bring your consultation expertise into the program as a mentor?

Contact:

Dr. Claudia Seeling
Office of Equal Opportunity
Project Coordination
DM-Building, Room 39
Tel.: +49 (0)651 / 201-3044
E-Mail: mentoring@uni-trier.de
www.mentoring.uni-trier.de

MENTORING



Universität Trier

Career Planning for
Female Doctoral
Candidates

Office of Equal Opportunity

Target Group

Female Doctoral Candidates who would like to actively shape their career path will receive support in their academic career planning and generation of perspectives and more motivated to assume managerial functions. Women scientists from abroad are also invited to apply.

Tandem

The heart of the program is the one-to-one mentoring with an experienced person from the fields of academic sciences or management, economics, administration, politics and others.

Duration of the Program

Every tandem collaborates together for about two years and meets about once every quarter. The cooperation between mentor and mentee is facilitated by the Equal Opportunity Office.

Participation requirements:

- Doctorate at the University at Trier
- Active participation in all program components
- Written application with one-page curriculum vitae and letter of motivation

There are no costs for the mentees to participate in the program.



Quality of the Mentoring-Relationship

- Voluntary
- Independence
- Defined time frame
- Personal Contact
- Confidential
- Commitment
- Expectations and agreement

Contents of the Mentoring-Process

The mentoring relationship is shaped individually by the tandems in both content and time. Possible subject areas are:

- Target definition and development of individual career strategies
- Development of personal competence
- Transfer of informal bodies knowledge
- Network constructions in sciences, economics, administrations, politics and others



Training / Qualification

Besides the **Introduction to Mentoring** two workshops will be held during the mentoring process: **Dissociating and negotiating in a professional context** and **Career Planning for Female Doctoral Candidates** (in German). In addition, we offer a workshop with the International Office.

The workshops and seminars of the series 'Perspektiven & Praxis' of the Equal Opportunity Office may also be attended additionally.

Networking

- Brownbag for female academics twice a semester
- Networking between the mentees
- Working contexts of the mentors
- Connecting to the information network of the Equal Opportunity Office

If necessary, you can contact the staff of the Equal Opportunity Office for additional advice.

You can also find out more at www.mentoring.uni-trier.de