

Conditions for participation

The third cycle of the mentoring program for female PhD students is directed at female PhD students at Osnabrück University who wish to assume a management position in academia, business or another non-university field. The program is scheduled to start in January 2016.

If you would like to take part, you should be willing to

- become actively involved in shaping the mentoring relationship,
- help develop a network for female scholars, and
- attend the framework and seminar program.

A fee of € 200 is charged as a contribution towards costs, enabling the participant to attend all of the seminars

Application and selection procedure

Participants are accepted on the basis of a written application and a selection interview with the program committee. **Your written application should include the following documents:**

- a letter of motivation,
- the application form for mentees (can be downloaded from: <http://www.uni-osnabrueck.de/forschung/nachwuchsfoerderung/mentoring/teilnahme.html>),
- your Curriculum Vitae,
- a list of your publications,
- a list of the courses you have given so far,
- a copy of your student ID card and
- a tabular schedule of your PhD project.

The closing date for applications is August 31, 2015

Additional information

Why not find out more about the program in an informational meeting!

Who to contact

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For more information about seminars, dates and how the program works, visit:
<http://www.uni-osnabrueck.de/forschung/nachwuchsfoerderung/mentoring.html>



Steering group

Professor Dr. May-Britt Kallenrode
Vice President for Research and Student Development
at Osnabrück University
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Head of the «National Research and Development of Young Scholars» division of Academic Planning and Development at Osnabrück University
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Imprint

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Mentoring for female PhD students

Career paths in
academia and business

January – December 2016

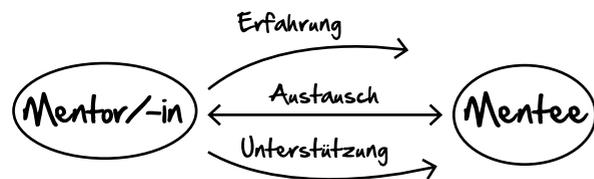


Mentoring programs for young female scholars at Osnabrück University

The mentoring programs enable highly-qualified young female scholars to gain individual accompaniment and support with regard to their career advancement.

The programs are one of the targeted and process-oriented instruments for developing young scholars, and help to strengthen equal opportunities in the science system.

Osnabrück University offers a mentoring program for female PhD students as well as a program for female postdocs and junior professors. The program's conceptual design is tailored to the needs of the respective target group, and is based on the quality standards for mentoring in science established by the federal association Forum Mentoring e.V.



What is mentoring?

In a mentoring relationship, informal experience-based knowledge is transferred. A manager (male or female mentor) passes on his or her knowledge and experience to a young scholar with leadership potential (mentee).

The mentor helps the mentee to plan her individual career strategies and to develop as a person.

The mentoring programs are financed by the Federal Government and Länder Program for Women Professors.



Our objectives are to:

- increase the proportion of women in leading positions in science, business, administrative bodies and other institutions
- promote female PhD students' careers
- tap the academic potential of women

Mentees benefit from:

- confidential exchange about their plans to embark on a career and their personal development
- new ideas about how to plan their lives and careers
- training to foster their career-related skills
- cross-hierarchical and interdisciplinary networking
- profound insight into future fields of activity

Mentors benefit from:

- taking an active role in the development of young scholars
- inspiring exchange with prospective managers
- expansion of their interdisciplinary networks
- reflection about their own career and management experience
- being able to enhance their advisory skills and gain new ideas for their own work

Aspects of the program

Mentoring for female PhD students is embedded in a structured **12-month program** in which the concept of training and networking plays a major role. Our program features the following components:

Mentoring

The personal advisory relationship between the mentor and the mentee is central to the program. Based on the mentees' wishes, the University Management and the program coordination recruits experienced male and female professors and managers from companies and public bodies to act as mentors. The actual tandems determine the specific content of mentoring and the framework conditions (e.g. the type of meetings and how often they are held).

Seminars

The seminar program is tailored towards the development of the mentees' professional careers. It features topics such as «Peer counselling», «Career and resilience training», «Strategic networking analysis for female scholars» and «Self-presentation» as well as vocal training.

Network activities

Topic-related networking evenings for mentees and mentors promote interdisciplinary exchange and networking. In addition to these events organized by the program management, the mentees are encouraged to initiate further network activities themselves, such as cooperation in peer groups and regular get-togethers.

Framework program

A preparatory workshop for mentees on **November 6/7, 2015**, workshops for reflection and evaluation, and a ceremonial kick-off and closing event constitute the framework of the program.