Mentoring program for female post-docs and junior professors at Osnabrück Universität

“Enhancing female scholars‘ career prospects“

Current program
(as of August 22, 2016)
### Current program
(as of August 22, 2016)

| Start des Bewerbungsverfahrens / Start of the application process | June 2016  
| --- | ---  
| Ende des Bewerbungsverfahrens / Closing date for applications | Wed, October 19, 2016  
| Auswahlgespräche durch die Programmkommission / Personal discussions between the applicants and the Program Committee | October / November 2016  
| Vorbereitungsworkshop für Mentees / Preparatory workshop for mentees | Fri, November 18, 2016  
| Matching | November 2016 - January 2017  
| Seminar: "Endlich Postdoc - und dann? - Planung und Optimierung der Hochschulkarriere für Postdocs und Juniorprofessorinnen" / Seminar: Planning and optimizing a career in higher education for female postdocs and junior professors | Fri, February 24, 2017  

### Mentoring for female post-docs and junior professors (January 2017 - June 2018)

The seminar language is German.

The aim of the workshop is to create a common basis for action for the 18-month mentoring program. On the basis of their personal objectives, program participants substantiate the choice of their mentors, and prepare for one-to-one mentoring and shaping the working relationship within the tandems. Together, they prepare the foundations for shaping the mentoring program according to their needs, and for cooperating in the group and with the Program Manager.

**Vorbereitungsworkshop für Mentees / Preparatory workshop for mentees**

Leader: Dr. Elke Bertke, Project Management

Venue: University Guest House, Lürmannstraße 33, D-49076 Osnabrück

**Matching**

Mentors are recruited by the university management and the program management – tandems are created

**Seminar: "Endlich Postdoc - und dann? - Planung und Optimierung der Hochschulkarriere für Postdocs und Juniorprofessorinnen" / Seminar: Planning and optimizing a career in higher education for female postdocs and junior professors**

The postdoctoral phase is decisive for the further development of one’s academic career and is characterized by the constant need to strike a balance between paid employment and research independence. Postdocs face numerous professional challenges and hurdles on their path towards eligibility for appointment to the rank of professor: independent publishing activities, the acquisition of external funding and the implementation of independent research work, development of a teaching portfolio, involvement in academic communication and the establishment of a personal network of colleagues and partners, periods abroad. At which stage are each of these tasks particularly important? What is the highest priority? What is the ideal time frame? Where should I start, and how? How important is it to gain habilitation? How can I focus on alternative career options? The seminar will enable participants to take stock and to reflect on their current position. Building on the findings, participants will set their own goals and plan the key steps for becoming eligible for appointment to the rank of professor.

Leader: Dr. Dieta Kuchenbrandt, Diplom Psychologist, schainundkuchenbrandt – Training and Coaching for Scientists, Düsseldorf

Room: 19/107-11 (StudiOS, Neuer Graben 27, Osnabrück)
### Staffelstabübergabe und feierlicher Programmauftakt / Paasing on the baton and ceremonial kick-off event

**Thu, March 30, 2017 (at 15:30)**

- **15:30 - 16:30, Music Hall, Neuer Graben 29 / Castle, third floor**
- A separate program will be published.

### Öffentlicher Vortrag / Public lecture:

**17:00-19:00 (Auditorium, Neuer Graben 29/Castle, first floor)**

"ZWISCHEN ARROGANZ UND ERGEBENHEIT - Konfliktstrategien von Männern und Frauen im Führungsalltag", Dr. Peter Modler / "BETWEEN ARROGANCE AND DEVOTION - Men's and women's conflict strategies in day-to-day management", Dr. Peter Modler

Do I actively display my professional performance or am I uncomfortable about it? Is it customary for me to interrupt other people at meetings or does it get to me when I am constantly interrupted? Do I want my colleagues’ respect – or their affection? In many cases, men and women give completely different responses to these questions. And these responses lead to the very heart of the power structures in companies and organizations. Ultimately, these responses will determine the success of the work – and not an individual’s actual competence.

### Einführung in die Drittmittelakquise: Information & Überblick / An introduction to the acquisition of external funding: information & overview

**Fri, April 28, 2017 (09:00-17:00)**

The acquisition of external funding plays an increasingly important role in career planning. A successful grant application requires not only a good idea, but also knowledge about the structure and content of the application. This workshop familiarizes participants with the basic principles of preparing proposals for external funding. They will also gain an overview of funding organizations and agencies, as well as insight into their evaluation criteria.

Leader: Dr. Barbara Schwerdtfeger, Research Funding Advisor at Osnabrück University, Administrative Service: Academic Planning and Development, and Head of the "National Research and Development of Young Scholars" division

Room: 19/107-11 (StudiOS, Neuer Graben 27, Osnabrück)

### Seminar: “Berufungstraining” / Seminar: “Appointment training”

**Thu, May 18, 2017 (09:00-17:00) & Fri, May 19, 2017 (09:00-16:30)**

Appointment training systematically prepares participants to apply for professorships. Participants are given specific information about the course of appointment procedures and the various elements involved: preparation of the application, self-presentation in front of the search committee, and the appointment negotiations once an offer has been made. In addition, the discussion with the search committee, which is not open to the public, is practiced intensively in a series of progressive training situations, ensuring applicants are well prepared for the specific interview situation.

Leader: Franziska Jantzen, Entwicklungen/Büro für individuelle Karrierestrategien, Wissenschafts- und Organisationsberatung, Hannover

Room: 19/107-11 (StudiOS, Neuer Graben 27, Osnabrück)

### 1. Themenbezogener Netzwerkabend / 1st networking evening for mentees and mentors

**June 2017**

Host: Dr. Elke Bertke, Program Manager at Osnabrück University

### Zwischenbilanzworkshop für Mentees / Stock-taking workshop for mentees

**Fri, September 22, 2017 (09:00-13:00)**

Half way through, the participants jointly reflect upon and evaluate the mentoring program. In this connection, personal goals and the envisaged time line are reviewed. The experiences gained in the mentoring tandem, cooperation within the group of mentees and the individual components of the program are reflected upon. The results of the stock-taking workshop help shape the second half of the program.

Leader: Dr. Elke Bertke, Program Manager at Osnabrück University

Room: 19/107-11 (StudiOS, Neuer Graben 27, Osnabrück)

### 2. Themenbezogener Netzwerkabend / 2nd networking evening for mentees and mentors

**September 2017**

Host: Dr. Elke Bertke, Program Manager at Osnabrück University
<table>
<thead>
<tr>
<th>Date</th>
<th>Event Description</th>
<th>Details</th>
</tr>
</thead>
<tbody>
<tr>
<td>Fri, November 10, 2017</td>
<td>Seminar: “Selbstpräsentation in der Wissenschaft” / Seminar: Self-presentation in academia</td>
<td>At this workshop, participants are given the opportunity to reflect upon their previous form of self-presentation. Strategies are devised and opportunities identified in order to make the respective professional field of interest more visible, fostering careers. In addition to analysis, practical exercises are offered to expand the knowledge gained. Role plays and presentation training are used to practice generating an appearance that is suitable for the context and consistent with one’s personality. Feedback provided by the group enables participants to compare their perception of themselves with how others perceive them. Self-abjection, which is often observed in this context, can be focused on if required, and counter-strategies developed. Leader: Franziska Jantzen, Entwicklungen, Büro für individuelle Karrierestrategien, Wissenschafts- und Organisationsberatung, Hannover Room: 19/107-11 (StudiOS, Neuer Graben 27, Osnabrück)</td>
</tr>
<tr>
<td>Fri, February 16, 2018</td>
<td>Seminar zur Drittmittelakquise: Workshop auf der Grundlage eingereichter Antragsskizzen / Seminar on the acquisition of external funding: workshop on the basis of outline proposals submitted</td>
<td>In this workshop, the proposals and draft proposals prepared by participants will be discussed. Using these practical examples, participants will gain a specific, in-depth understanding of the composition and structure of a proposal for external funding. Applicants will be given extensive feedback on their proposals and draft proposals. Leader: Dr. Barbara Schwerdtfeger, Research Funding Advisor at Osnabrück University, Administrative Service: Academic Planning and Development, and Head of the “National Research and Development of Young Scholars” division Room: 19/107-11 (StudiOS, Neuer Graben 27, Osnabrück)</td>
</tr>
<tr>
<td>January / February 2018</td>
<td>3. Themenbezogener Netzwerkabend / 3rd networking evening for mentees and mentors</td>
<td>Host: Dr. Elke Bertke, Program Manager at Osnabrück University</td>
</tr>
<tr>
<td>Thu, April 19, 2018</td>
<td>Seminar &quot;Führung und Motivation in der Wissenschaft&quot; / Seminar “Leadership and motivation in academia”</td>
<td>The aim of the seminar is to give an overview of the following topics: How can I motivate and lead academic and non-academic staff in the university context? How can I improve collaboration within the team? How can I create a culture that promotes excellence? First of all, the seminar gives an overview of leadership research and its relevance to successful work. Participants will then jointly develop tools that have proven effective in the successful performance of management tasks in day-to-day dealings with each other as well as in critical situations. In the process, participants will be given the opportunity to discuss with the group issues from their own experience in leading and motivating staff, and to review the feasibility of different courses of action. Leader: PD Dr. Silke Weisweiler, Project Director of LMU Center for Leadership and People Management, LMU Munich Room: 19/107-11 (StudiOS, Neuer Graben 27, Osnabrück)</td>
</tr>
<tr>
<td>Fri, June 8, 2018</td>
<td>Abschlussworkshop für Mentees / Final workshop for mentees</td>
<td>At the end of the scheme, the benefits of the mentoring program with regard to the mentees’ career paths and personal development are evaluated. In addition, the mentees will plan how to keep their network alive and how to continue gaining from the supportive relationships beyond the end of the program. Leader: Dr. Elke Bertke, Program Manager at Osnabrück University Room: 19/107-11 (StudiOS, Neuer Graben 27, Osnabrück)</td>
</tr>
<tr>
<td>June / July 2018</td>
<td>Feierliche Abschlussveranstaltung / Ceremonial closing event</td>
<td></td>
</tr>
</tbody>
</table>
### Einzelcoaching Angebot / Option of individual coaching

Individual coaching is an optional service within the mentoring program for female postdocs and junior professors. Mentees receive four hours of individual coaching (two two-hour sessions) by Franziska Jantzen (entwicklungen – Büro für individuelle Karrierestrategien, Wissenschafts- und Organisationsberatung, Hannover). Coaching usually takes place in Hannover.

**Content:**

The aim of individual coaching is to clarify the coachee’s professional role. Individual coaching is an interactive process between the coach and the coachee in which issues and topics concerning the coachee are tackled in a targeted manner. In their day-to-day activities, academics are rarely given feedback or the ability to discuss how their professional role can be fulfilled in the positive sense. The option of coaching seeks to close this gap in a productive way. Topics typically addressed in a coaching process include:

- Career planning
- Self-worth training
- Strategy developments / micropolicy
- Preparation for important events, exams, application situations
- Coping with stress and pressure
- Dealing with conflict
- Options for action in hierarchies
- Staff leadership