

Conditions for participation

The program addresses postdocs, junior professors and tenure-track professors at Osnabrück University. It is aimed at highly qualified young academics who are seeking a professorship or are in the orientation phase in regard to their career options in and outside academia. The program addresses particularly scientists whose parents did not study.

If you would like to take part in the mentoring program, 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.

Your written application should include the following documents:

- a **letter of motivation**
- the **application form for mentees** (can be downloaded from: www.uni-osnabrueck.de/en/research/development_of_young_scholars/mentoring/participation.html)
- your **Curriculum Vitae**
- a list of your **publications** and academic achievements, and
- a list of the **courses** you have given so far

The closing date for applications is January 24, 2021.

Additional information

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

Project Management and Contact

Dr. Marie-Kathrin Drauschke

Osnabrück University
PhD/Postdoc Career Center · Program coordination
Neuer Graben 7/9, Room 52/410 · 49074 Osnabrück
Tel.: +49 541 969 4897
E-mail: mentoring@uni-osnabrueck.de

Dr. Elke Bertke

Osnabrück University
PhD/Postdoc Career Center · Project management

For more information about seminars, dates and how the program works, visit:

<https://www.uni-osnabrueck.de/en/research/developmentof-young-scholars/mentoring/>



Steering group

Prof. Dr. Kai-Uwe Kühnberger

Vice President for Research and Student Development at Osnabrück University

Dr. Barbara Schwerdtfeger

Head of the »Research and Student Development of Young Scholars« division of Academic Planning and Development at Osnabrück University

Dr. Sabine Jösting

Equal Opportunity Officer at Osnabrück University

Imprint

Publisher President of Osnabrück University

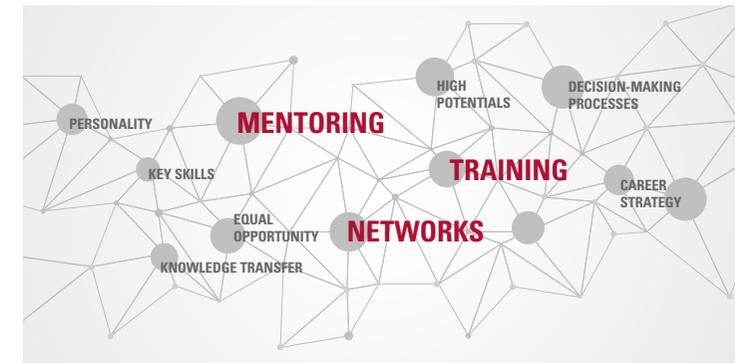
Editing Dr. Elke Bertke, Dr. Marie-Kathrin Drauschke

Pictures Melanie Aufderhaar

Issued December 2020

Paths to a professorship

Mentoring for postdocs,
junior professors and
tenure-track professors



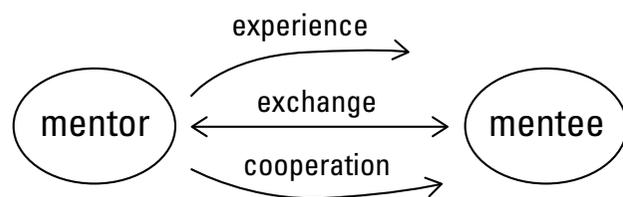
June 2021 – December 2022

Mentoring programs for young scholars at Osnabrück University

The mentoring programs enable highly-qualified young scholars to gain individual support with regard to their career advancement. At the same time the programs aim to make a substantial contribution to increasing equal opportunities in the scientific system. The PhD/Postdoc Career Center offers two targeted mentoring programs in alternation, which both focus on strengthening equal opportunities within the science system. In particular, the programs aim on reducing gender inequalities and inequalities with regard to the educational background.

These objectives are implemented conceptually differently in the two programs. The mentoring program targeted for the doctoral phase continues to be exclusively open for female doctoral candidates. This program is funded by the Professorinnenprogramm.

The program for the postdoc phase and junior and tenure-track professors, starting June 2021, is for the first time open for all scientists.



What is mentoring?

Mentoring means »learning from experience«. In a mentoring relationship, an experienced manager (mentor) passes on his or her knowledge and experience to a young scholar with leadership potential (mentee). Personal discussions are held at regular intervals to help the mentee plan her individual career strategies and to guide her through professional and personal decision-making processes.

Our objectives are to:

- promote individual careers of highly-qualified young scholars in academia
- increase the proportion of female professors and of professors who are first generation students
- Enhance equal opportunities by increasing awareness of future leaders in regard to diversity

Mentees benefit from:

- confidential exchange about their plans to embark on a career in academia 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

Mentors benefit from:

- inspiring exchange and the expansion of their interdisciplinary networks
- becoming actively involved in the academic development of young scholars
- reflection about their own career and experience
- new impulses for their own leadership role



Aspects of the program

Mentoring for post-docs, junior and tenure-track professors is embedded in a structured **18-month program** in which the concept of training and networking plays a major role. The **seminar language** is German. However, on request some events (discussions, One-to-One-Mentoring, network evenings) can be held in English. Please contact the program coordinator if you require program components to be in English.

Our program features the following elements:

Mentoring

The personal advisory **relationship between the mentor and the mentee** constitutes the heart of the program. Based on the participants' wishes, the University recruits experienced professors and managers from non-university research institutions 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). In addition, the mentees work together in topic specific peer groups (group mentoring).

Seminars

A key area of the seminar program lies in the area of key competencies relevant to the scholarly context and the raising awareness of diversity topics. It comprises elements such as strategic career planning, diversity-sensitive leadership, conflict management and a gender bias training. Participation is mandatory for mentees.

Coaching

The program is complemented by individual coaching options. Together with external coaches, the participants can work on individual questions and topics with regard to their professional and personal development.

Network activities

One of the main concerns of the mentoring program is to initiate and to intensify professional networks. The focus here is on the network among the mentees and the network between the mentors and mentees.

Framework program

The framework program serves to accompany the mentoring relationship, to introduce the participants into their roles and to provide opportunities for reflection and exchange of experiences. A preparatory workshop for mentees takes place before the official start of the program on **March 18/19, 2021**.