



MENTORING – EFFECTIVE STAFF DEVELOPMENT  
**für Female Doctoral Students**

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MENTORING-PROGRAMME  
**for Female Doctoral Students**



## MENTORING INITIATIVE

The number of women completing their doctoral studies at the Universities of Rostock and Greifswald is above national average; they constitute a huge potential number of young female academics. However, the proportion of women dwindles with every further qualification stage: The numbers of female postdocs and professors are well below the national average at the universities in Rostock and Greifswald.

Both universities have identified the need for action and aim to increase the proportion of women in top positions. As mentoring programmes are a successful instrument of sustainable and gender-specific staff development for young female academics, the KarriereWegeMentoring

programme supports excellent female doctoral students on their career paths in science, industry or society.

The female doctoral students use the programme to consistently pursue the strategic realisation of their individual career plans and the setting up of professional networks.

The structured 16-month programme is supported by the federal state of Mecklenburg-Vorpommern and the European Social Fund. The concept and realisation follow the quality standards of Forum Mentoring e.V. (Federal Association for Mentoring in Science).



## PROGRAMME COMPONENTS

### The Mentoring Relationship

The programme is based around the relationship between the mentee and a mentor. The programme supports the mentees during the selection process and the initiation of a mentoring relationship. The face-to-face meetings provide a platform for conversations on equal terms that can deliver impulses for own careers, informal knowledge of the ground rules of future fields of activity and strategic contacts in the scientific community.

### The Seminar Programme

The first-class seminar programme has been tailored to fit the specific career paths of female early career researchers, looking at the gender-specific structures of the scientific world and

preparing participants for future senior positions by touching on the following topics:

- Career planning
- Communication and conflict management
- Self-marketing
- Strategic networking
- Human resource management

### Network Events

Mentees meet other young female academics and invited guests and gain the opportunity to discuss career-relevant issues.



## PEER-MENTORING

The mentees can use the advice they receive from colleagues to intensively reflect on their own goals and progress. This results in the development of a non-competitive and cross-disciplinary platform for exchange.



## COACHING

Coaching is a professional form of advice. During individual and group advisory sessions, the mentees take a look at current challenges related to their work and careers.