Getting the most out of mentoring

Presentation at the Women's Talk Marathon 2024

Picture: Jolan Kieschke 2022

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Agenda

Who are we and why do we talk about mentoring?
Gender Bias in Research
What is Mentoring in Research?
How to use a mentoring relationship effectively
Mentoring Programme for female Postdocs at Kiel University

Individual Mentoring Relationship

Networking Activities

Seminars & Qualification

Complementary offers for preparation and reflection, accompanying support

approx. 15 mentees in one programme cycle running for 21 months
Fig. 1: Women are less likely to be named authors on any given document in all fields and at all career stages.

From: Women are credited less in science than men

Proportion of Women at Kiel University (March 2023)

Source: Statistics of the Central Office for Gender Equality, Equal Opportunity & Family, Kiel University (2023)
What is Mentoring in Research?

Individual counselling and support relationship

Orientation towards the needs of the mentee

Not only individual support, but also more visibility for structural disadvantages

Source: Collected from LaKoG 2012
What is Mentoring in Research?

Support for career development

Provides orientation in a challenging phase

Strengthening your own network

Support during your studies & career entry

Information on the “rules of the game”

Source: Collected from LaKoG 2012
How to use a mentoring relationship effectively

Work out what you need

Define **areas** for exchange, development and support
• By defining gaps in your support system

Define **forms** of support

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special thanks to Liza Donnelly: https://lizadonnelly.com/
How to use a mentoring relationship effectively

Work out who could support you and how you could approach your potential mentor

There might be different people supportive for different areas of your life

There might be different ways to approach a person
How to use a mentoring relationship effectively

Mentoring Agreement

Mentor (name): 

and

Mentee (name): 

agree on the following aspects of their mentoring relationship:

Organization of Meetings

Number of scheduled meetings until July 2024:

Approximate meeting cycle:

meeting 1 (date & place): 

meeting 2 (date & place): 

meeting 3 (date & place): 

meeting 4 (date & place): 

meeting 5 (date & place): 

meeting 6 (date & place): 

Handling of rescheduling of appointments:

Mentor and mentee can contact each other between meetings as follows:

- via email by mentee
- via email by mentor
- via phone by mentee
- via phone by mentor
- alternatively, namely:

Preparation of meetings (e.g. agenda, documents prepared by mentee/mentor, research by mentee on certain subjects):

Expectations for & Topics of the Mentoring Relationship

The overall aim of the mentoring relationship is:

The mentor expects from the mentee:

The mentee expects from the mentor:

Relevant topics of the mentoring relationship are:

The concrete objectives of the mentoring relationship are (please state the objectives as precise as possible):

How will you make sure that the aim and objectives have been met:

https://www.mentoring.uni-kiel.de/de/die-programme/downloads
Your experiences?

There are people in my network who have a mentor role for me.

In certain situations in the past, I have also taken on the role of a mentor.