



**Coordination Centre for Gender Studies and
Equal Opportunities, University of Graz**



The Mentoring^{PLUS} Programme is open to all women junior scientists/scholars from any field of research at Graz University. The programme aims to prepare and accompany female PhD students and Post-Docs for a traditional mentoring partnership. Mentees are guided to actively shape their mentoring partnership and their peer network. They shall define their goals, which they shall then work on achieving together with their mentors. Workshops and coachings support mentees in their endeavours, provide guidance and offer stimulus. This programme enhances women's scientific careers; the programme language is English.

MENTORING^{PLUS}: EMPOWERMENT FOR MENTEES

Cooperation programme of the Coordination Centre for Gender Studies and Equal Opportunities with the DocService of the University of Graz

Target group

Female PhD students and Post-Docs of any discipline at Graz University who aim to engage in supportive interaction in the shape of mentoring for their scientific career. Limited enrollment.

Programme

There are two mentoring approaches that are being offered: peer mentoring as a means to empower among equals, on the one hand, and "traditional" mentoring partnerships with experienced academic leaders as mentors, on the other hand. Via a workshop format, further education and process oriented work is offered for groups.

Kickoff: What is Mentoring at University, Peer-Mentoring and how might it be useful for me?

12 Workshops with keynote lectures, role models, interactive exercises, reflection and guidelines for career pertinent topics.

Recommendation for the mentoring partnership: 10 sessions of 1-2 hours each.

Individual coaching: two coaching sessions per mentee.

Programme ends with a certificate.

Duration: October 2018 to June 2020

Objectives

Using mentoring actively as a means to enhance one's career. Strengthening interaction at university. Activating mentees' potentials. Identifying suitable mentors. Applying tools and methods for professional development as part of the mentoring process. Establishing sustainable and dynamic networking.

Venue

University of Graz, Resowi-Center, SZ 15.22, Part G, 2. Floor

Registration ends on 24 September 2018

Registration with a motivational essay and a description of oneself, both one page long, is binding. Topic of essay: Why mentoring now and what do I expect to achieve? Send to Ilse Wieser, Email: ilse.wieser@uni-graz.at
Interviews with applicants will be scheduled.

Information and contact

Webpage: <http://koordination-gender.uni-graz.at/de/gleichstellung/mentoring/>

Contact: Ilse Wieser, Email: ilse.wieser@uni-graz.at, Tel.: 0316/380-1020

Programme

Monday, 8 October 2018, 2-5 pm

Kickoff: Starting with active networking. Mentoring systems and options to shape and adapt. Rules of the mentoring programme. Defining objectives for the mentoring and coaching process.

Monday, 15 October 2018, 2-5 pm

Workshop (Dr Paula Aschauer):

The workshop aims at using the knowledge about labour law provisions and restrictions as catalyst for one's career, examining one's working contract and understanding the main framework of Austrian university-labour law. Additionally labour-related stakeholder at university will be discussed, such as the working group for equal opportunities, the works council and the personnel department as well as tools as the appraisal interview.

Monday, 12 November 2018, 3-5 pm

Workshop (FH-Prof Karin Grasenick):

Reflecting the process of finding mentors; role models, who are available for questions, will attend.

Monday, 3 December 2018, 2-5 pm

Workshop (FH-Prof Karin Grasenick): Finalising the mentoring agreement.

Examining the mentoring partnership within the hierarchical system of university.

Monday, 4 February 2019, 3-5 pm

Kickoff for the mentoring partnerships – joint workshop.

Getting to know each other: mentors and mentees, interaction, defining and forming mentoring relations.

Monday, 11 March 2019, 2-5 pm

Workshop (FH-Prof Karin Grasenick):

Criteria for career planning and development of a distinct portfolio. Strategies for publication, going international, work in committees. Impulses from and reflections with role models.

Monday, 8 April 2019, 9-1 pm

Workshop (PD Dr Alexandra Strohmaier):

Basic, albeit informal, facts about university and options for a scientific career in the international arena. Plan B, and C.

Monday, 6 May 2019, 9-1 pm

Workshop (PD Dr Alexandra Strohmaier): Collegial counseling for scientists; introduction.

Monday, 3 June 2019, 2-5 pm

Workshop (FH-Prof Karin Grasenick): Work-Life balance, selfcare, health, resilience.

Mindfulness, balance and equilibrium inspite of challenging career goals; methods of managing oneself. Impulses from and reflections with role models.

Monday, 14 October 2019, 9-1 pm

Workshop (PD Dr Alexandra Strohmaier):

Collegial counseling for scientists; immersion. Creating peer networks.

January 2020, half day

Workshop (Dr Lisa Kristina Horvath): How to deal with gender bias in academia.

Science-based input on the current gender bias in academia, followed by a positive and resource-oriented reflection on how we can deal with these inequalities.

February 2020, 2 hours

Talk (Dr Gerald Lind): Power, Freedom and Fun in Academia.

Honing and sharpening your professional profile, self-motivation.

April 2020, half day

Workshop (FH-Prof Karin Grasenick): Navigating in the scientific community.

Preparing the end of the mentoring partnership. Next steps in the career development, collaboration, competition, conflicts, personal stakes and institutional stakes.

June 2020

Presenting mentees with certificates and honoring mentors.

Festive closing event.

Individual Coaching: 2 sessions per participant. Individual coaching is an offer specifically tailored to one's individual job related needs in order to reflect and improve professional practice. Times are at the discretion of participant and coach. A list of recommended coaches is provided.

Registration ends on: 24 September 2018

Kick-Off: 8 October 2018

Certificate: June 2020

Training, Moderation, Input by Experts

FH-Prof.ⁱⁿ Dipl.-Ing. Dr. Karin Grasenick (convelop cooperative knowledge design gmbh, Graz)

Mag. Dr.ⁱⁿ Paula Aschauer (Lecturer, University of Graz, Head of Human Resources Development)

Mag. Dr.ⁱⁿ Lisa Kristina Horvath (Dr. Lisa Horvath. Consulting for universities and organisations)

Mag. Dr. Gerald Lind (University Graz, DocService and Doctoral Academy Graz)

Priv.-Doz.ⁱⁿ Mag. Dr. Alexandra Strohmaier, M.A. (University of Graz, Institute for German Studies)

Supporting institution

Ao.Univ.-Prof.ⁱⁿ Dr. Renate Dworzak (Vice-Rector for Human Resources Management and Gender Equality at the University of Graz)

Head of programme

Dr.ⁱⁿ Barbara Hey, MBA (Head of the Coordination Centre for Gender Studies and Equal Opportunities at the University of Graz)

Programme coordination and contact

Ilse Wieser (Coordination Centre for Gender Studies and Equal Opportunities at the University of Graz)

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