

Participation

Requirements

- Motivation, initiative, and involvement
- The ambition to follow a career in research and science
- Commitment to participating in the complete Programme including the evaluation
- One-off participation fee payment

How to apply

1. Make your interest known to the Programme Coordinator
2. Preliminary talk with the Coordinator
3. Apply in writing including the profile form, your current CV, and a letter of motivation (the profile form is available on the website to download)
4. Selection interview with representatives of the Programme's Scientific Advisory Board

Certification

Participants will receive a certificate, providing they fulfil the following minimum requirements:

- 6 mentoring meetings
- 3 group coaching sessions
- 6 workshops / seminars
- Participation in all Programme events (opening and closing ceremony, introduction, and interim meeting)

Do you wish to become a mentor?

Do you fulfil tasks of management? Do you wish to pass on your skills and experience in a personal Mentoring Tandem? Please do not hesitate to contact the Programme Coordinator, who will be able to advise you on all matters and questions concerning the Programme.

Contact

Coordination Office Mentoring

University Medical Centre Göttingen
G3-23 Human Resource Development
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Scientific Advisory Board

The Programme is accompanied by a Scientific Advisory Board. Members of the Board participate significantly in the selection process.

Co-operations

The Programme is conducted in close collaboration with the coordinators of University-based mentoring programmes as well as with the support of prominent members of the graduate school GGNB and the CNMPB research institute.

Quality Assurance

This Programme conforms to the standards of quality set by Forum Mentoring e.V., the German Federal Association of Mentoring in Science.



Margaret Maltby Programme

Mentoring for Young Female Scientists

Female Scientists in Leadership –
Career Management through Mentoring



Mentoring

Mentoring has been employed successfully in the university environment as a process-oriented tool in academic Human Resource Development for many years, tailored towards the professionalization and profiling of female scientists in research and management.

With the Margaret Maltby Programme, the University Medical Centre Göttingen aims to optimize career opportunities particularly for young female scientists. The ultimate aim is to increase the numbers of women in positions of leadership.



Margaret Maltby became the first woman to receive a doctorate at the University of Göttingen, after submitting her thesis in physical chemistry in 1895. She later went on to spend a total of 31 years as a professor at Barnard College in New York, during which time she was Chair of Physics. Throughout her life, she actively campaigned for the equality of women particularly in the natural sciences, as well as for the compatibility of family life and study or career.

Who can participate?

The Programme is aimed at young female scientists wishing to embark on a scientific or science-related career in the fields of medicine, the natural sciences, psychology, or from faculties/institutes of an interdisciplinary nature. We are specifically looking for postdocs and doctorate students, doctors in training, group leaders, and habilitands of the University Medical Centre Göttingen, as well as from institutions of the University or closely linked with the University over the entire Göttingen Campus.

Concept

The Programme commences in April every two years and runs for 24 months. Up to 20 mentees are selected per class. The core of systematic mentoring comprises the accompaniment of a young female scientist – the mentee – along a section of her career path by an experienced person of leadership – the mentor. Embedded in a framework comprising an opening and closing ceremony, an introduction, and an interim meeting, the concept is based on four pillars:

Mentoring-Tandem

Subjects such as the following are the focus of discussion meetings:

- Strategic development and effective implementation of plans relating to career and life
- How to deal with possible obstacles
- Requirements of a leadership position in research and science
- Rules of the game when working in science

Coaching in small groups

Mentees receive intensive professional coaching in peer groups as support.

Training

Participants select according to their needs from a wide spectrum of courses on offer. Subjects of focus include:

- Leadership skills (e.g. conflict management)
- Self-competence (e.g. self-marketing)
- Qualification relevant to science (e.g. research funding support)

Networking

Interdisciplinary networking as an overarching element of the Programme is encouraged and supported through networking events and informal meetings to exchange among one another.

Aims and Benefits

Mentees

- Empowerment
- Motivation and encouragement to remain in science and research
- Reflection on one's own potential and resources
- The generation of perspectives
- Awareness of the possibilities of one's impact along the career path
- Acquisition and consolidation of interdisciplinary core competencies and strategic knowledge
- Development as a person of leadership
- Increase in self-confidence and sovereignty
- Position oneself in science
- Knowledge of standards, structures, and processes in science
- Access to relevant information and stakeholders of the scientific community
- Build and extend a sustainable network
- Benefits of potential synergistic effects

Mentors

- Personal transfer of knowledge and experience
- Reflection on one's own career path
- Extension of one's own advisory skills
- Enrichment of one's leadership tasks through individual support of young staff
- New contacts and impulse from the up-and-coming generation

UMG

- Improvement in the quality of the promotion of young research staff
- Image boost as a result of the model integration of mentoring as an equal opportunities measure in the Human Resource Development
- Adoption of leadership responsibility on the road towards a University equitable to all genders
- Female role models and achievers in research and leadership come to the fore