Mentoring

The Margaret Maltby Programme

In 1895, Margaret Maltby became the first woman to attain a doctorate at the University of Göttingen after submitting an experimental thesis in the field of physical chemistry on the subject of “A Method to Determine Levels of High Electrolytic Resistance” under the supervision of the later Nobel Prize winner Walther Nernst. She later worked at the Barnard College in New York, where she spent 31 years as a professor, at one point becoming the 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.

Mentoring is a professional tool in personnel development. The UMG Mentoring Programme offers young female scientists the opportunity to manage their careers successfully with mentoring; a combination of personal accompaniment by a female or male mentor, training and qualification as a person of leadership, coaching in small groups, and networking.

The Margaret Maltby Programme is one part of an entire network of mentoring programmes available on Göttingen Campus.

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Further Information / Links
- Mentoring on Göttingen Campus
- Forum Mentoring e.V.

Downloads
- Flyer - Mentoring at the UMG
Programme
What is Mentoring?

In Greek mythology, during the absence of Odysseus, Mentor accompanies Odysseus’ son Telemachos in the role of father’s friend, teacher, and nurturer, introducing him to the business dealings of the King.

Mentoring has been successfully institutionalized in universities as a process-oriented tool in personnel development for the needs-based professionalization of female scientists in research and management for many years.

The core of systematic mentoring comprises the partnership-like accompaniment of a young female scientist – the mentee – by an experienced person of leadership – the mentor – on an individually defined section of her career path over a limited period of time depending on the aims.

As to content, the focus lies on the motivation behind ambitious female scientists to remain in the field of research and science, the strategic planning and realization of steps up the career ladder, as well as the development towards becoming a person of leadership. Furthermore, the Programme aims at building up career-specific networks and offers opportunities to stabilize and extend one’s skills and competencies.

The Programme was developed in accordance with the standards of quality set for mentoring programmes available at member universities of the German Federal umbrella organization "Forum Mentoring e.V."

Development and Financial Support

The Mentoring Programme was initiated as the first programme of its kind in medicine nationwide by the Equal Opportunities Office of the UMG headed by Dr Christine Amend Wegmann as early as the end of 2002. In May 2010, the Programme was successfully integrated into the UMG Personnel Development and Personnel Management Division with a new concept and new funding. From May 2010 until the end of March 2015, the Programme was co-financed with funding from the Female Professorship Programme financed by the German Federal Ministry of Education and Research (BMBF) and the Lower Saxony Ministry of Science and Culture (MWK).

During this period of time, a total of 68 mentees in four separate two-year-long classes (one starting every year) participated in the Mentoring Programme.

In the spring of 2014, the UMG Board of Directors decided to continue with the Mentoring Programme permanently from 1 April 2015. The UMG has become the sole financing body in its continuation of the Programme.

Downloads Flyer - Mentoring at the UMG
Concept

The new concept to the UMG Mentoring Programme was launched on 1 April 2015. Each class runs for two years beginning in April and has a capacity of up to 20 mentees as participants.

The supporting pillars of the formal Mentoring Programme comprise the so-called Tandem, the training programme, and coaching in small groups. Networking is to be understood as an overarching element. The general programme consists of an opening ceremony and the introductory workshop for mentees along with an interim meeting and closing ceremony.

The Mentoring-Tandem

A Tandem is defined as an independent and confidential professional alliance free of hierarchy between a young female scientist (mentee) and mentor. This alliance forms a so-called one-to-one partnership with a specific mandate (e.g. define aims and decision-making processes, develop a career strategy, set up a research group, transfer faculty-specific knowledge and skills, and/or pass on contacts). The mentee develops career perspectives in science or in the scientific environment together with the mentor. The mentee receives primarily:

- Feedback on career planning in line with the plans for her life
- Individual support and inspiration with respect to the strategic development and effective realization of her scientific career
- Knowledge, contacts, and formal as well as informal rules of the game with respect to working in science
- Support with the contemplation of personal skills/competencies and strengths

Coaching

Coaching in a fixed and continuous small group takes place in addition to the Tandem. Concerns from everyday working life of an acute nature, such as how to cope with and behave in problematic situations, are dealt with in the group. Furthermore, questions related to the compatibility of one’s private life with one’s career, where one stands currently on the career ladder, the development of aims, or the definition of various roles can be addressed.

Training

The working alliance between mentor and mentee is complemented by a selection of career-relevant seminars and workshops. The events on offer cover among others the following foci:

- Leadership skills (e.g. conversation technique, conflict management)
- Methodological competence (e.g. time- and self-management)
- Self-competence (e.g. self-marketing, work-life balance)
- Infrastructure und career processes in science (research funding etc.)
Networking

Strategic networking not only with female colleagues but also different mentors is encouraged, both through a number of different events in close affiliation with the partner institutions as well as informal meetings to exchange personally with each other. On offer are networking dinners and lunches, to which guest speakers are invited to hold expert talks on career-relevant subjects, as well as career fairs and symposia.
Aims

Aims and Benefits

Aims

Through mentoring and in the sense of equal opportunities, the UMG wants to optimize the career opportunities available to young female scientists with the ultimate aim of increasing the proportion of women in leadership positions.

The key objectives of mentoring are:

Personnel development through the support of highly qualified young women as the next generation of leaders

- To improve the quality in the sponsorship and advancement of young female scientists
- To raise the awareness of questions relating to gender and the subject of equal opportunities
- To visualize role models in research and leadership
- To encourage young female scientists to continue on a career in science.

Structural and cultural development in the university and scientific environment

- Systematic career management
- To instigate interdisciplinary networks
- To encourage a communications culture
- To accomplish transparency with respect to standards, structures, and processes in science

Benefits

Opportunities for mentees

- Analysis of where one currently is in terms of career and generation of perspectives
- Motivation and empowerment
- Improvement and management of one's image
- Knowledge and competency gain
- Increase in awareness of one's own creative scope
- Self-reflection
- Increased authority and self-confidence
- Purposefulness and confidence in decision making
- Visibility and positioning in the scientific community
- Raised awareness of obstacles to one’s career and gender aspects
- How to deal with structural barriers
- Access to information and career-relevant networks
Gains for mentors

- Transfer of personal knowledge and experience
- Reflection of one's own career path
- Improvement of one’s advisory skills and gender competence
- Positive experience of one’s own role as leader
- Help shape personnel development
- Contacts und momentum through young up-and-coming female scientists
- Offers of coaching

Benefits to the Institution

- The competitive edge through an increase in the quality in the support of young research staff
- Image boost as a result of the model integrated equal opportunities work
- Development of the performance potential of highly qualified young female scientists
Events

Events of the 7th Class: April 2019 - March 2021

Main Programme Events during the 7th Class

Recommended Literature

« « Workshop registrations by email to frauke.ritter@med.uni-goettingen.de»»

Events of the 7th Class: April 2019 - March 2021

Training Programme
All links lead to pages in German

1. Self-Marketing
Thurs, 23.05.2019, 4 – 8pm and Fri, 24.05.2019, 9am – 4pm
Further information

2. Success – new!
Thurs, 05.12.2019, 9am – 5pm
Further information

3. Public Speaking Without Notes
Wed, 21.08.2019, 4 – 8pm and Thurs, 22.08.2019, 9am – 4pm
Further information

4. Strategies of the Conversation
Tues, 01.10.2019, 9am – 5pm
Further Information

5. Conflict Management
Fri, 08.11.2019, 2am – 6pm and Sat, 09.11.2019, 9am – 4pm
Further Information

6. Research Funding
Tues, 04.02.2020, 2 – 6pm and Wed, 05.02.2020, 9am – 4pm
Further information

7. Negotiation Skills
Wed, 04.03.2020, 4 – 8pm and Thurs, 05.03.2020, 9am – 4pm
Further information

8. Voice Training in 4 Modules
Thurs, 16.04. / 07.05. / 04.06. / 18.06.2020, 4 – 7.30pm
Further information
in 2020, date is not confirmed yet

10. Leadership Training
Thurs, 09.07.2020, 2 – 6pm und Fri, 10.07.2020, 9am – 4pm
Further information

11. Career Management
in 2020, date is not confirmed yet

12. Falling down, get up, adjust crown – Resilience – new!
Fri, 27.11.2020, 4 – 8pm and Sat, 28.11.2020, 9am – 4pm
Further information

13. Successful Project Design – Manage Your Own Resources
in 2020, date is not confirmed yet

14. The Professorship Appointment Process
in 2020, date is not confirmed yet

Coaching

Small-Group Coaching
Coach Fuest
Coach Westerwelle

Network Events

1. Networking – made easy
Thurs, 26.09.2019, 5.30pm
Programme

2. ?
in 2020, date is not confirmed yet

3. ?
in 2021, date is not confirmed yet

Programme Events during the 7th Class: April 2019 - March 2021

Opening Ceremony
Introduction

Introductory Workshop for Mentees
Wed, 08.04.2015, 9am – 5pm
Further information

Interim Meeting

May 2020

Closing Ceremony

in 2021, date is not confirmed yet
Invitation
Recommended Literature for the Workshops (WS)

WS career management
WS self marketing
WS voice training
WS conversational technique
WS conflict management
WS leadership training
WS professorship appointment process
WS research funding
Participation

The Target Audiences

Mentees

- Young female scientists wishing to embark on a scientific or science-related career
- From the fields of medicine, natural sciences, psychology, or faculties/institutes of an interdisciplinary nature
- Postdocs, doctorate students, young group leaders, and habilitants* at the UMG as well as other establishments of Göttingen Campus

* Those seeking the qualification of “Habilitation”, in which successful candidates achieve the status of facultas docendi, which is seen as one requirement for professorship in Germany and a number of other countries in Central and Western Europe.

Mentors

- Professors as well as other leaders and executives in science and industry

Requirements

Mentees

Participation on the Programme is subject to the following conditions:

- Possess the ambition to embark on a career in science and research
- Display commitment and initiative
- Actively assist in shaping the mentoring partnership
- Display commitment to participating in the entire Programme (Tandem, training programme, coaching in small groups, networking, including the programme events, please refer to Certification) as well as the evaluation
- The one-off payment of a participation fee amounting to €240.00 excluding a fixed catering fee

Mentor

The role as mentor fundamentally involves:

- The motivation to accompany and support a mentee individually
- Being prepared to pass on experience and knowledge and open doors to up-and-coming researchers
- Displaying a degree of openness towards the views and approaches of others
- An equal-opportunities-oriented view on gender aspects with respect to structures in career and further education
- Knowledge of internal university structures or the essential principles of function within the scientific community
Certification

Successful participation in the complete Programme is certificated on the condition that the mentee:

- Completes at least 4 mentoring sessions with her mentor in addition to the introductory and final sessions within the time course of the Programme
- Participates in:
  - at least 3 of 5 coaching sessions
  - at least 6 of the workshops and/or seminars from all of those on offer in the Programme
  - the opening ceremony and introductory workshop, interim meeting, and closing ceremony

Application Process

1. Make your interest known either by telephoning or emailing the Programme Coordinator
2. Enter into preliminary discussion with the Coordinator
3. Subsequently apply in writing using the profile form below, adding a current curriculum vitae as well as a portrayal of your motivation behind participating in the Programme
4. A selection interview together with representatives of the Advisory Board will decide on participation

Downloads

Profile form
857,00 KB
**Network**

**Advisory Board**

Both the Mentoring Programme at the UMG and the Dorothea Schlözer Mentoring Programme are overseen by a common Advisory Board. Its role is to advise the coordinators in terms of concept and participate in the selection of mentees.

- Prof. Christine Stadelmann-Nessler, UMG, Neuropathology (Speaker)
- Prof. Frauke Alves, UMG, Haematology/Oncology
- Prof. Christian Ammer, Georg-August-University, Forest Sciences and Forest Ecology
- Prof. Margarete Boos, Georg-August-University, Psychology
- Prof. Nivedita Mani, Georg-August-University, Psychology
- Prof. Anna-Kathrin Hell, UMG, Orthopaedics
- Prof. Holger Kreft, Georg-August-University, Forest Sciences and Forest Ecology
- Prof. Doris Lemmermöhle, (retired). (Vice President of the Georg-August-University)
- Prof. Julia Ostner, Georg-August-University, Biology
- Prof. Arnulf Quadt, Georg-August-University, Physics
- Prof. Teja Tscharntke, Georg-August-University, Agricultural Ecology
- Prof. Heide Siggelkow, UMG, Gastroenterology/Endocrinology

**Mentoring on Göttingen Campus**

![Mentoring Programmes Diagram](image-url)
Co-operations

The Mentoring Programme is conducted in close collaboration with selected institutions of the University. The co-operation lies primarily in the development of conceptual elements, particularly with regard to common networking events. The co-operation also allows far-reaching support in public relations work and in the acquisition of mentors and mentees as well as in the organization and allocation of seminars and workshops.

University of Göttingen, Section HR and Organisation Development – Dorothea-Schlözer Mentoring Programme
Dr. Vera Bissinger
Telephone: 0551 39-26343, Web: www.uni-goettingen.de/de/58588.html

Göttingen Graduate School of Neurosciences und Molecular Biosciences (GGNB)
Kirsten Pöhlker
Telephone: 0551 39-14004, Web: www.ggnb.uni-goettingen.de

DFG Research Centre of Nanomicroscopy and Molecular Physiology of the Brain (CNMPB)
Dr Heike Conrad
Telephone: 0551 39-7065, Web: www.cnmpb.de

Further Partner Institutions

Individual representatives of the following institutions support the Mentoring Programme in a number of ways as propagators, Advisory Board members, and mentors, as well as in advertising the Programme:

- CSN - Center for Systems Neuroscience
- ENI - European Neuroscience Institute Göttingen
- GZMB – Göttingen Centre for Molecular Biosciences
- Medf3 – Women's Network for Leadership and Research in Medicine e.V.
- MPI for Biophysical Chemistry
- MPI for Experimental Medicine
Documentation and Records

A comprehensive project report on the original Mentoring Programme at the UMG including the results of evaluations performed in 2003 – 2005 contains a wealth of information on the concept and content of the early years of the Programme, which remains in many ways relevant to the current Programme.

An interim report is presently available for the Mentoring Programme of 2010 to 2015.

For further information, please do not hesitate to download the event calendars for each of the individual class.

On the occasion of the anniversary "15 years of mentoring at the University Medical Center Göttingen" a Festschrift was presented, which is now also available for download.

Downloads

15 years mentoring at the UMG 2019

mentoring agreement _template

Short-term Survey and Evaluation 2003 – 2005

Interim Report Mentoring 1st class 2010 - 2012

Event Calendar 6th class 2013 - 2015

Event Calendar 5th class 2013 - 2015

Event Calendar 4th class 2013 - 2015

Event Calendar 3rd class 2012-2014

Event Calendar 2nd class 2012-2013

Event Calendar 1st class 2010-2012