



RUB

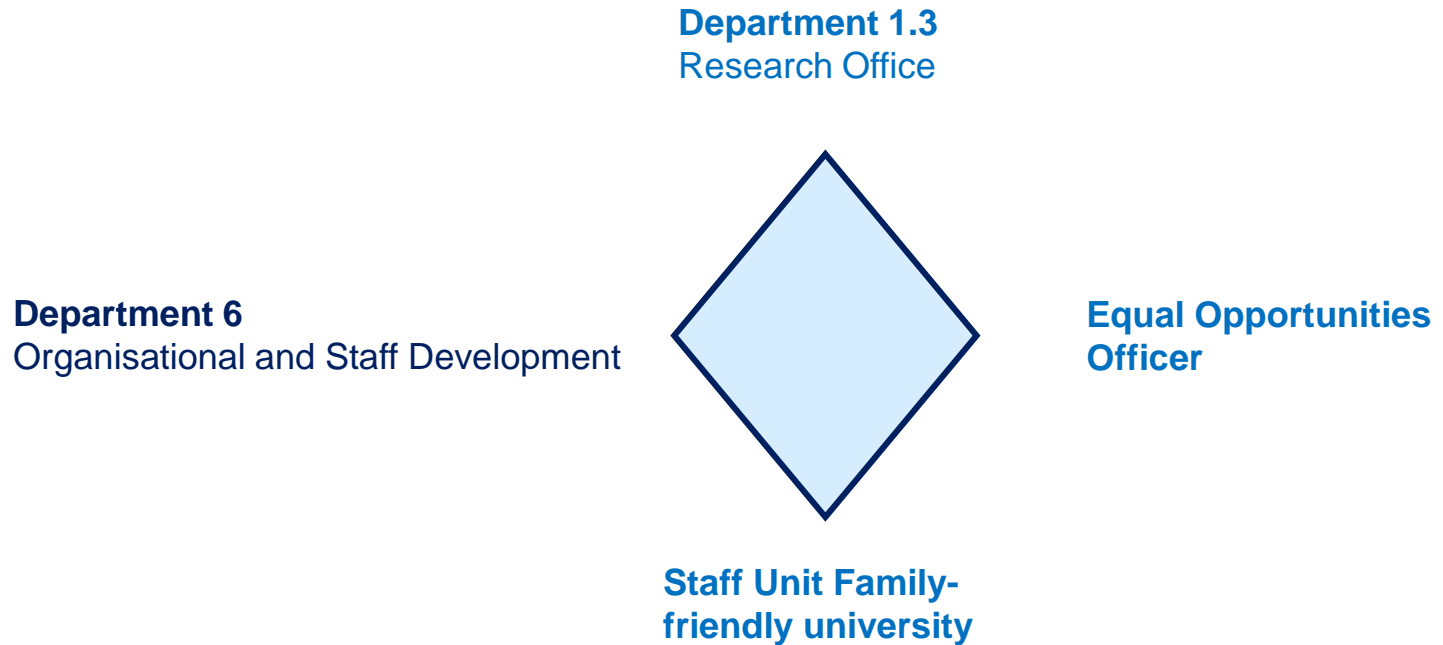
RUHR-UNIVERSITÄT BOCHUM

MENTORING AND CAREER ADVANCEMENT FOR WOMEN SCIENTISTS AT RUB

Who's talking?

Katharina Zilles

- Gender Consulting
- International Standards in Staff Development in Research

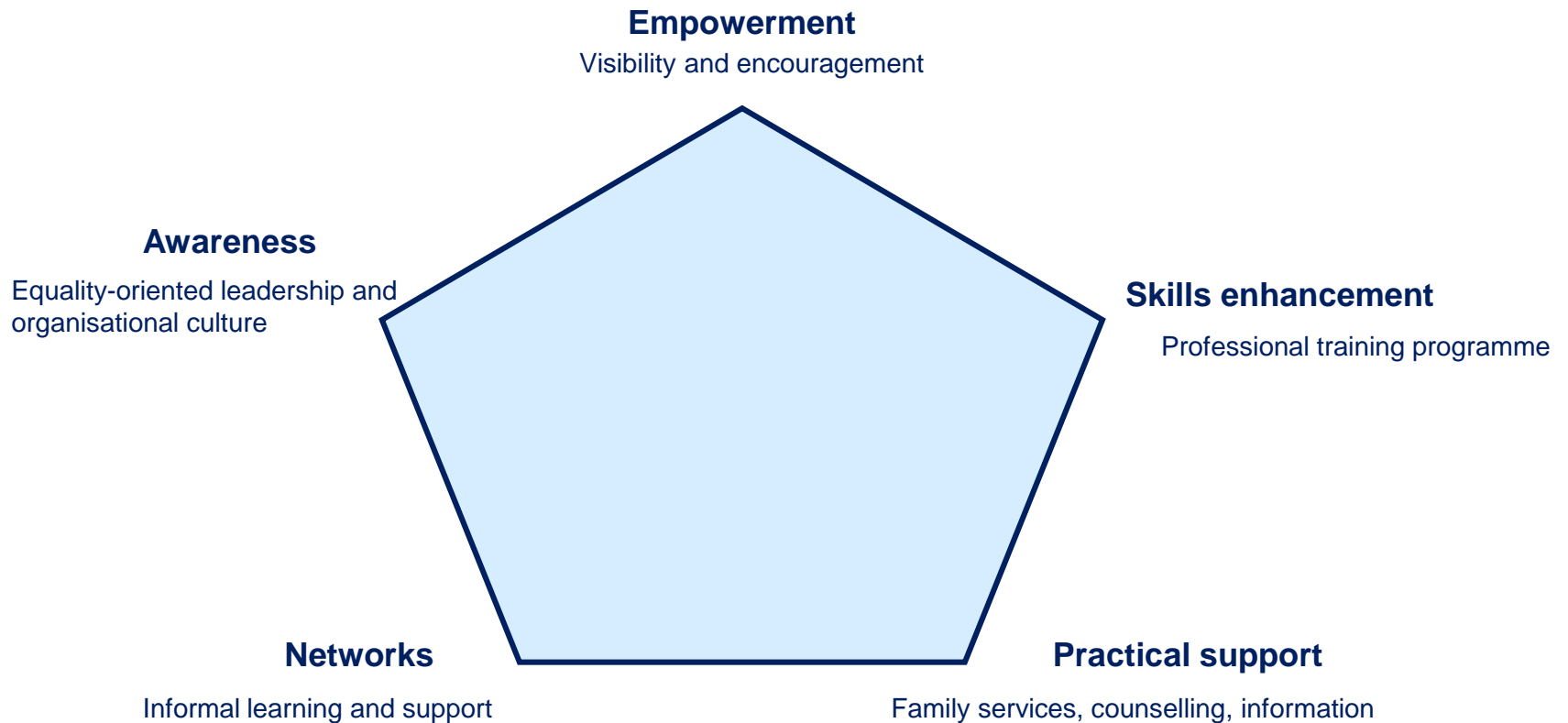


- **Facets of equal opportunity advancement in research**
- **Gender consulting at RUB: what can we do for equal opportunities in research?**
- **Role models and networks: Mentoring programmes at RUB**

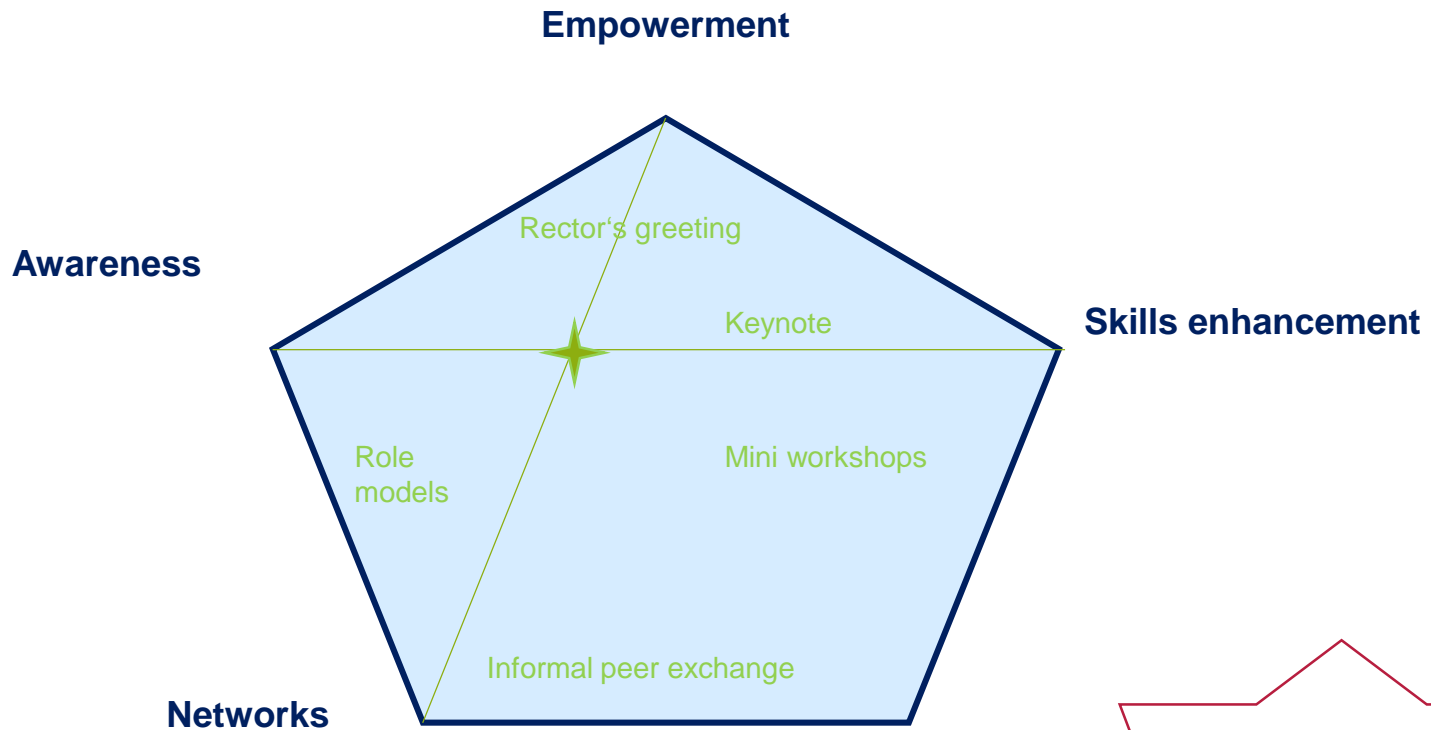


Facets of equal opportunities advancement at RUB

Equal opportunity measures in research



Good Practice Example: 'Meet the Female Faculty'



Save the date:
15th Jan 2020
5.30 pm



Gender Consulting at RUB

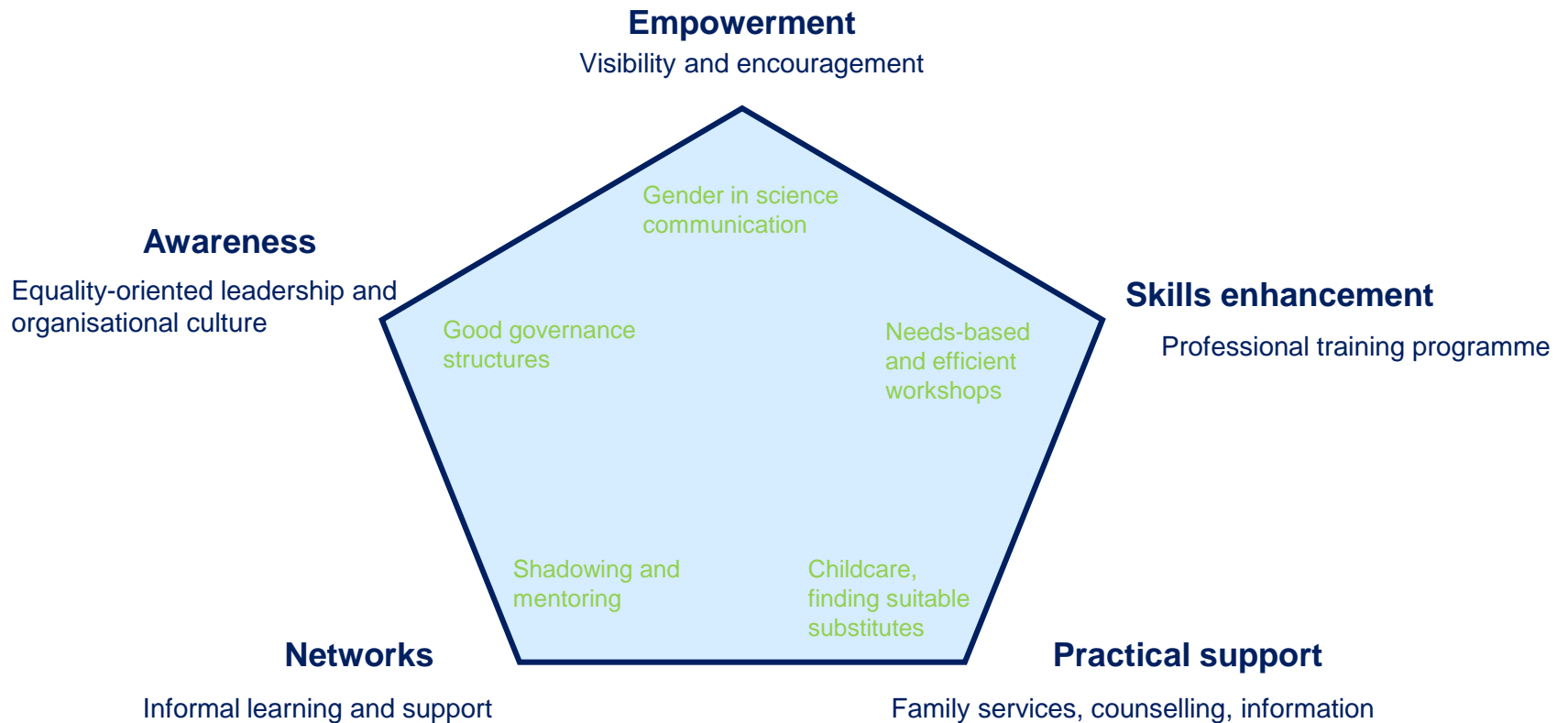
Consulting

- We offer comprehensive consulting from draft to submission, in both German and English and for any discipline.
- We collaborate with the Research Office (Department 1) to make sure applicants receive comprehensive support.
- We give feedback on your ideas for gender equality measures, adapt good practice, and help develop new measures to match the needs of your project.

Organisation of equal opportunities measures

- After successful granting, we plan and organise the workshop programme for gender equality issues and offer ongoing consultation

From abstract goal to concrete measure



What else could be part of gender consulting?

It is possible to consider a number of other needs and interests and combine them with equal opportunities measures, such as...

- equal opportunities and internationalisation
- equal opportunities and careers in industry
- equal opportunities and entrepreneurship
- equality-oriented recruiting strategies

Men in equal opportunity advancement

Men are addressed and welcome in several training measures that deal with equal opportunity advancement, such as

- Combining family and research careers
- Collaborating in teams
- Negotiation
- ...

Active fatherhood is fostered at RUB. Consulting and active support for parents is offered by inhouse experts Dominik Dohmen, Kerstin Tepper, and Uwe Koßmann.



Mentoring programmes at RUB

Fostering women's learning from role models

- **Mentoring³**

Addresses early career researchers; doctoral researchers are matched with one senior expert (male or female); one meeting per semester

UA Ruhr offers 2-year cycles with two additional network meetings and one workshop per semester

- **Minklusiv**

Addresses female early career researchers with chronic illnesses and disabilities

- **WomenTor**

Addresses Junior Professors who are matched with in-house role models; 3 workshops and 3-4 network meetings per year

- **Peer Mentoring for Postdocs**

One peer meeting every 4-6 weeks is recommended;

2-3 workshops and 3-4 network meetings per year are organized additionally

Ongoing inhouse programme you can join any time

Your feedback...

... helps to build and improve support structures!

You can help advance equal opportunities at RUB by...

- asking questions about what we do, and why we do it this way
- requesting specific trainings you need
- pointing out equality issues you have noticed
- giving feedback regarding existing structures and measures
- sharing your knowledge with women around you

Find the right contact person at RUB

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