

The Pilot Mentoring Scheme within ADVANCE project

Mentees' Experience

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ADVanced TrAining for WomeN in Scientific REsearch

Call: FP6-2006-Science-and-Society

Type of Proposal: SSA

Duration: 24 Months

Coordinator: Universität für Weiterbildung Krems
(Danube University Krems), Austria

Countries involved: A, NL, FI, BU, PL

Budget:

Total Cost: 456.165,70 €

EC Contribution: 456.165,70 €



Participating organisations

Universität für Weiterbildung Krems (Danube University Krems), **Austria**

Spoleczna Wyzszy szkola przedsiebiorczosci i zarzadzania, (Academy of Management), Lodz, **Poland**

Helsinki Collegium for Advanced Studies, University of Helsinki, **Finland**

IFZ-Interuniversitäres Forschungszentrum für Technik, Arbeit und Kultur, Universität Klagenfurt, **Austria**

GGeP-The Graduate Gender Programme, University of Utrecht, the **Netherlands**

South-West University "Neofit Rilski", Blagoevgrad, **Bulgaria**



• Mentoring

- long term relationship – personal & professional dimension;
- established between two persons;
- aim - the promotion of (18) mentees (from 6 countries) in terms of career development



South-West University "Neofit Rilski" Faculty of Natural Sciences and Mathematics

- 3 female mentees (assistant professors)
(Mathematics, Physics, Chemistry)

- 3 mentors (one male) and a catalyst



• Mentoring program – 04.07-11.07

- kick-off meeting
- formal Commitments signed (roles, tasks and mode of collaboration defined)
- regular meetings
- regular e-mail and phone communication
- the role of the "catalist" (reflection sessions)



- Expectations in the beginning of the mentoring program
 - to receive professional help
 - to learn more about our careers
 - to learn more how to prepare our lectures and classes
 - to create professional contacts
 - to clarify our paths



- Expectations in the beginning of the mentoring program
 - to go into refinements of this profession
 - to learn about work up of individual and collective projects
 - to hear about work-life balance
 - to improve our overall academic achievements



- Major gains from the mentoring program
 - high level of satisfaction
 - amount of support
 - raised self-esteem and self-confidence
 - learn some tricks and tips
 - trust our self that we are able to cope with problems
 - encourage us to follow this way



- Major gains from the mentoring program
 - give us the opportunity to trust persons which support our careers
 - help us to plan better our future development
 - help us to understand the steps that we needed to achieve our goals
 - give us very useful and successful contacts with many participants in the project



- Our experiences with the different kind of mentors
 - a professor at SWU with important position in the management of the university
 - a professor at SWU without management position in the university
 - a professor at BAS



- Obstacles
 - time span (April – November 2007)
 - end of semester, summer holidays, start of the school year, university elections (all levels)
 - suggested better option: October – May (the school year)
 - busy work load of both – mentors & mentees
 - teaching, research, administrative duties (accreditation, curricula development, etc.)



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- Shortcomings

- lack of mentoring culture
- misunderstanding the essence of mentoring
 - supervising and mentoring (project – career; professional – not strictly professional; etc.)
- financial arrangements?
- initiative within the tandems
 - active mentees and passive mentors
 - absence of deliberate strategies, clear goals, etc.
- the “male” aspect (involvement)



More information:

<http://www.advance-project.eu/>

