

eument-net – the European Network of Mentoring Programmes for Women in Academia and Research

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Plan of Presentation

- The eument-net initiative
- Aims and activities of project phase
- Definition of standards
- Future structures of cooperation
- Pilot cooperation scheme
- The eument-net electronic platform
- Outlook and next steps

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FP6 and the eument-net initiative

- Advocacy for mentoring to promote women and institutional change in academia and research
- Support for mentoring in FP6
 - ^ *strengthening women in science policy and decision making positions through networking and supporting initiatives such as mentoring in career development, role models etc....*
- eument-net : coordination action
 - ^ January 2007 to September 2008
 - ^ 5 partners from 4 countries

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Aims of project phase

- Contribute to the promotion of women through mentoring by building up a network of mentoring programmes:
 - ^ Exchange experience and define standards
 - ^ Transfer knowledge
 - ^ Define means and long-lasting structures of cooperation
 - ^ Network programmes and initiate discussion with stakeholders

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The eument-net project partners

- Réseau romand de mentoring pour femmes
University of Fribourg , Switzerland
- Mentoring Programm muv
University of Vienna, Austria
- Institute for Philosophical Research
Bulgarian Academy of Sciences
- Mentoring Programm MUT
University of Mannheim / LaKoG, Germany
- Mentoring Deutschschweiz
University of Berne, Switzerland
- Advisory Board

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Work-packages and products I

- WP1 Compare experience, assess best practice, define standards
 - ^ Work-package leader : muv-univie
 - ^ Two 2day –Workshops (Mai 2007; December 2007)
Focus group interviews in Bulgaria
 - ^ eument-net guideline manual
- WP2 Define structures of cooperation
 - ^ Work-package leader : MuT-LaKoG
 - ^ Two 2-day workshops (July 2007; July 2008)
Electronic survey (June/July 2007)
 - ^ Network, organised as a legal entity, reuniting mentoring programmes around shared goals and activities

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Work-packages and products II

- WP3: strengthening women's position in science policy by promoting (standards in) mentoring
 - ^ Work-package lead: Bulg-Acadsc
 - ^ Presentation of eument-net at 5th GEHE-conference
 - 2 international conferences in Berne and Sofia (Mai 08)
- WP4: Create eument-net platform and database to exchange experience and disseminate knowledge
 - ^ Work-package lead: Rrm-UniFr
 - ^ eument-net Homepage with database and electronic platform for programmes and stakeholders

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Standards for mentoring programmes

- ^ promotion of women central element
- ^ part of gender equality policy
- ^ focus on personal and career development
- ^ outside hierarchical relationships
- ^ professional coordination
- ^ transparent admission criteria and procedure
- ^ clear role and requirements of mentee and mentor
- ^ confidentiality policy
- ^ monitoring and regular evaluation.
- ^ training activities and coaching

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Structures of cooperation: Aims

- Support from results of eument-net survey
- Aims of the eument-net network (association)
 - ^ foster exchange of experience and best practice
 - ^ facilitate cooperation activities
 - ^ reflect and highlight role of mentoring
 - ^ transfer of knowledge and expertise
 - ^ increase the visibility of programmes
 - ^ put mentoring on science policy agendas
 - ^ support debate on career development in academia and research

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Structures of cooperation: Purpose

- Integration of new members
- Representation towards the outside, in particular towards cooperation partners, sponsors and funding agencies
- Definition of responsibilities and financial liability of members

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Membership categories

- Full members (mentoring programmes)
- Associate members (stakeholders)
- Supportive members
- A network of mentoring programmes, not of networks - interested in the creation of networks on national levels

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Cooperation activities

- Pilot project : International short-term mentoring exchange (start end of april 08)
 - ^ Women researchers accepted by partner programme
 - ^ Enhance participants' international networks
 - ^ Contact with mentors/ professors
- Planned developments:
 - ^ Mentoring exchange with peers
 - ^ Contacts for mentors
 - ^ Support for international matching
 - ^ International training seminars

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The eument-net platform

- Homepage
 - ^ Information on eument-net and its activities
 - ^ Guideline manual and other electronic publications
- Database
 - ^ Search by country, discipline and target group
- Platform
 - ^ Exchange good practice examples
 - ^ Contribute to lists
 - ^ Cooperate on sub-sites
 - ^ Contribute to agenda, mailing list and discussion

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Outlook

- Participate in FP7 projects
- Cooperate with European and national networks
- Explore sponsoring and support through international foundations

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Conclusion

- Aims of FP6 and FP7:
 - ^ establish a European Research Area
 - ^ allow societies to develop their full potential
- eument-net: an effective tool to promote mentoring
- Mentoring: a valuable instrument to enhance women's role and impact in shaping the ERA and defining research in Europe
- Thank you for your attention



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