

Athene Mentoring for female students and academics

All too often, women do not take up opportunities to advance through the academic system. We want to encourage women to remain in higher education beyond a Bachelor's or Master's degree and to stay on to take a doctorate, with the end goal of keeping them in the academic system after their PhD. To achieve this, we need to interest female students and academics early on in progressing to the next level.

The idea is to create 'cascaded mentoring', with women being supported in the move from one qualification level to the next. This would involve a group of five or six female mentees being supported by one to three female mentors. So, a group of Bachelor students would be supported by Master students, a group of Master students by doctoral students, a group of doctoral students by women in the postdoc phase, and postdocs by professors. The program could also embrace other structures such as one-to-one mentoring (mentoring tandems), if they appear worthwhile in relation to the conditions in the subject/faculty.

The aim of this mentoring program is to increase the number of women taking up Masters' degrees, doctorates and eventually professorships. The planned mentoring program will be both university-wide, in order to make use of synergies, and also designed to suit the faculty or subject, making allowance for the conditions in different subject areas.

The Gender Equality Office will centrally plan and organize introductory events for mentees and mentors, offer cross-faculty networking opportunities and initiate key qualification events.

Introductory events for mentees and mentors provide information on the goals of the program, the position of women in academia, and gender competence. Mentors will also pass on the teaching skills for mentoring a group.

Networking services and further training events designed to bring together female students and academics from the entire program will be organized and overseen centrally by the Gender Equality Office.

Realization of the mentoring itself will take place – with the support of assistants – in the faculties. In this way, the program is specifically adapted and structured to suit the conditions in the individual faculty and subject.