MENTORING @ RUB – EQUAL OPPORTUNITIES FOR FEMALE SCIENTISTS

Three mentoring programs:

**ELEMENTS**
1. Small groups
   - Peers with common objectives exchange experiences
2. Issues
   - Discussion of individual problems or questions raised by the group
3. External experts
   - Receiving specific support and (external) information

**TARGETS**
- Promoting the careers of young female academics
- Developing the potential of young female academics systematically
- Creation of an interdisciplinary network
- Establishing a social network

**ELEMENTS**
1. One-to-one mentoring for career planning
2. Courses to improve key qualifications
3. Networking in core groups to exchange experiences
4. Meeting with special academic topics

**TARGETS**
- Outlining the perspectives of an academic career
- Operative knowledge of structures, processes and rules in academic activities
- Attaining key qualifications and management strategies in the intra- and extra-university science system
- Developing knowledge about university policies in research funding and third-party funding
- Establishing individual interdisciplinary networks
- Introducing into the scientific community
- Knowing role models

The mentoring programmes of the Ruhr-University Bochum are located at the Ruhr-University's own Training and Consultancy Service Unit (IFB)

**>> Counselling, advanced trainings and human resource development for all employees of the RUB**

**>> Establishing gender equality at the Ruhr-University as the cross-sectional task**