



Mentoring program

for 2nd year female PhD students
of the doctoral school PSIME





FEMMES & SCIENCES
association

Qui sommes-nous ?

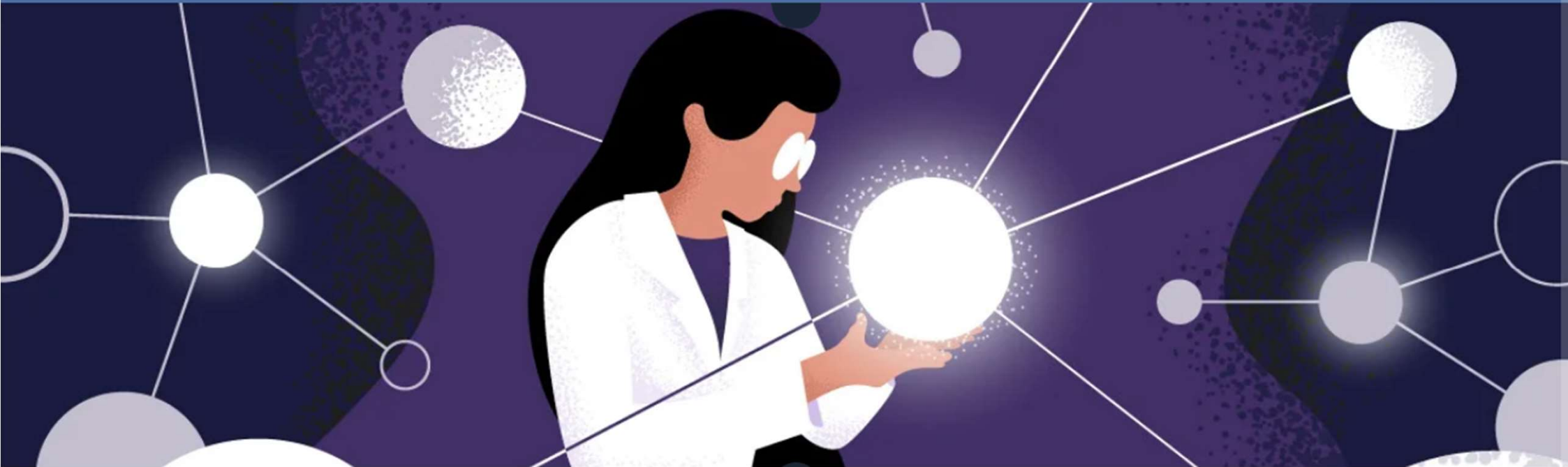
Partenaires

Ressources

En région

Actions phare

- Actualités
- Agenda
- Femmes honorées
- Adhérer



<http://www.femmesetsciences.fr>

Promote and value science with women
Promote and encourage women in scientific careers

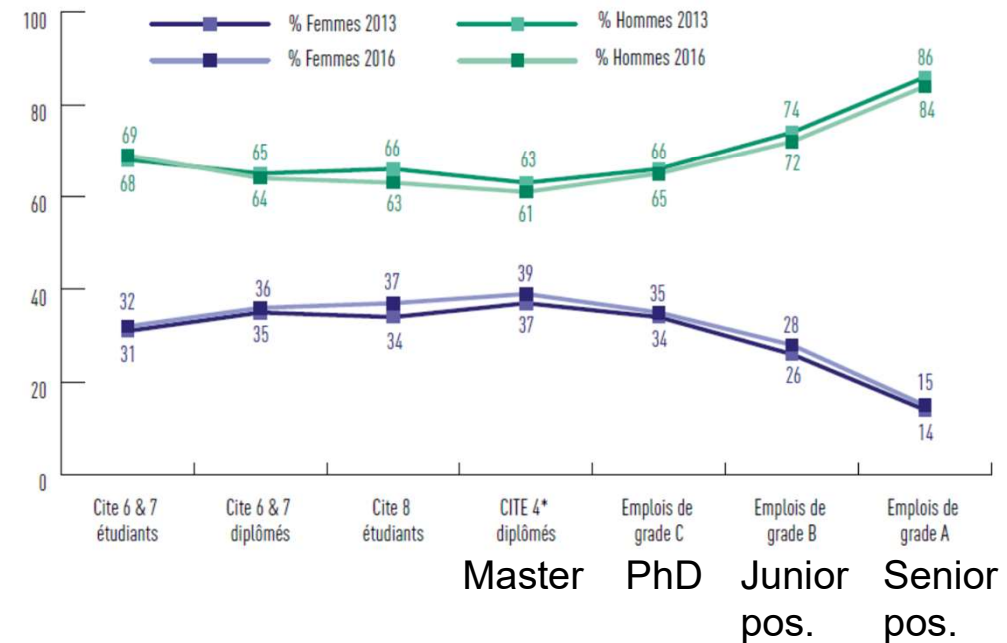
=> That's the aim of the mentoring program being already set up in different french regions

Why?

The context: an under-representation of women in certain disciplines and senior positions in academia

- In science, there is no question anymore about PhDs for women ... but there are less women with permanent positions, and even less in senior positions
- There are some system-related reasons:
 - The rules are made by men for men
 - Importance of stereotypes and gender roles
 - Not enough female role models in science
- ... which may make women doubt!
 - Lack of self-confidence
 - Difficulties to recognize and value their competences
 - What about children and a scientific career?

Part des femmes et des hommes au cours d'une carrière universitaire type en sciences et en sciences de l'ingénieur entre 2013 et 2016



What is mentoring?

Definition

- A two-side relation in which an experienced person (the mentor) **guides and supports the professional (and personal) development** of a less experienced person (the mentoree)



More precisely :

- There is more behind than the strictly scientific tutoring
- The mentoring does not replace the relations with the PhD advisor
- The relation can be integrated into a network
- ... Where you can exchange and learn new things

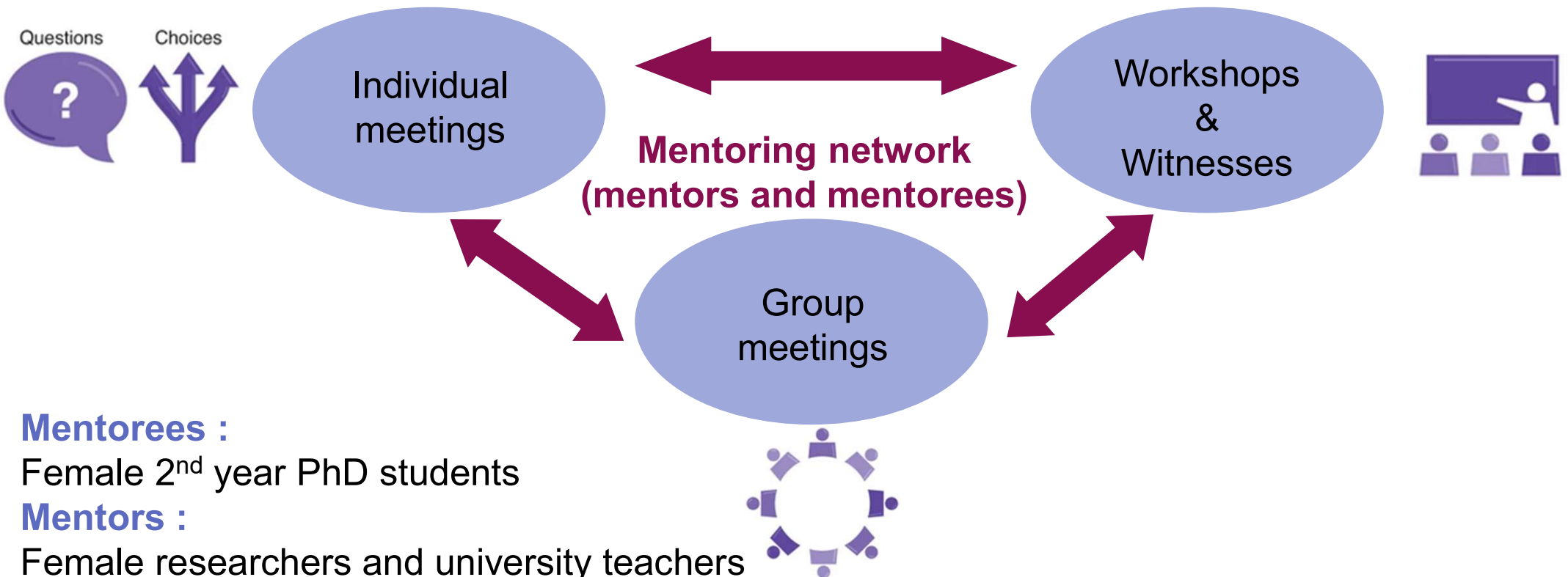
The impacts which have been demonstrated for the mentorees in an academic surrounding:

- A better professional and personnel fulfillment
- Better research results, more financing
- Better career progress

What is mentoring?

A program

- Exchange, support and constructive advice with a mentoring network in a caring and dynamic environment.
- 3 types of activities :



When? And by whom?



Comité de pilotage du mentorat Normand
Réunion du 6 juillet – ENSI Caen

*Constitution & Formation du réseau des mentores (~20)
sur les 3 sites Normands d'ici au printemps 2023*

Program start:

University year 2023/2024

For 2nd year female PhD students

Presentation of the detailed program:

Spring 2023

Autumn 2023

- Presentation of the mentors and constitution of the pairs
- Start of the monthly meetings and the workshops

Contact for ED PSIME

Ulrike Lüders

ulrike.luders@ensicaen.fr



**Femmes & Sciences
en Normandie:**

contact.normandie@femmesetsciences.fr

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