



## **Mentoring.UR Call for applications (07-29-2024)**

### **Mentoring.UR 2025, Group 10**

#### **1. Program goal & Target groups**

Mentoring.UR aims to provide cross-faculty, individual and goal-oriented support, encouragement, and guidance for outstanding women academics at an early stage in their careers and in their personal development. Based on a formalized tandem relationship between mentor and mentee and the accompanying program, they are encouraged to develop individualised career plans on their way to a professorship or other leadership position in and outside academia. A group-oriented coaching and training program as well as various networking events create the framework for personal and professional development, but also for a peer mentoring process among the mentees themselves.

Applications are open to women early career researchers (Privatdozentinnen, Habilitandinnen, Nachwuchsgruppenleiterinnen, Postdoktorandinnen and Doktorandinnen from the third year of their program).

#### **Application requirements:**

- Completed academic degree (Masters level)
- Research project based at the University of Regensburg (UR) for the duration of the program
- Career goal: professorship or other leadership position in or outside academia

**Mentors:** Our mentees actively and independently seek out a mentor after the initial Mentoring.UR workshop. Mentors can be professors or other professional leaders within or outside the UR, from Germany or abroad.

#### **2. Duration and structure of the program**

##### **Duration:**

December 2024 – December 2025

**Structure:** The program structure is based on four components: Mentoring - Coaching - Training - Networking. The kick-off and closing events set the framework for the start and end of the official program period. The active, independent development of a tandem mentoring relationship is fundamental to the success of this program.

Mentees must take part in some of the events from the accompanying program (see point 3). Other elements are optional, but strongly recommended. The group coaching sessions and training seminars promote exchange between mentees and networking; this peer mentoring will strengthen participants' self-image and offer vital opportunities for self-reflection.

Mentors are invited to the online information event, the official program ceremony, and the supporting program. Otherwise, on-demand events and meetings are offered to them outside of the mentoring relationship upon request.

### 3. Program schedule 2024 – 2025 (current status, Workshops and events in English)

Summer 2024	Call for applications
<b>10-01-2024</b>	<b>Closing date for applications</b>
October 2024	Selection process
by end of October 2024	Written confirmation to the mentees
12-03-2024, 5 pm	Kick-off event with keynote speech and farewell to the participants of group 9   participation mandatory
01-14-2025, 8:30-12:00 afterwards	Initial workshop for mentees   participation mandatory Selection of individual mentors, agreements between mentees and mentors
2025, first quarter	Information for mentors (online)   participation non-mandatory
02-10 & 02-11-2025	Two-day intensive workshop (9:00 am – 5 pm) for mentees based on their own potential   participation mandatory
February 2025	Introduction to the German Academic System   participation non-mandatory
04-28 & 04-29-2025	Small group workshop (1 day, 9:00 am – 5:00 pm, date option) „Identifying your potential and aligning it with your future career plans“   participation mandatory
2025, 2 <sup>nd</sup> & 3 <sup>rd</sup> quarter	Individual coaching (1 appointment) on specific topics (place, time and coach by arrangement)   participation mandatory
09-17-2025	Reflection workshop (9:00 am – 5:00 pm)   participation mandatory
10-07-2025	Closing workshop (8:30 am -12:00) with reflection on the mentoring relationship   participation mandatory
End of 2025	Closing ceremony for mentees + mentors

### 4. CoMeNT.UR: Further upcoming events (in German, participation non-mandatory, current status)

11-15-2024, 10:30 am	Start online-lectures “Konfliktmanagement” Further lectures: 11-22-2024, 11-29-2024, 12-06-2024 (10:30 – 12:00)
01-29-2025, 5 pm	Fireside chat
02-05-2025, 9:00-12:00	Workshop „Gender & Konflikte im Hochschulkontext (Part 1)“
02-12-2025, 9:00-12:00	Workshop „Gender & Konflikte im Hochschulkontext (Part 2)“
Permanently:	Networking events, Invitations to various dates and events.

Further training courses (e.g. rhetoric & self-presentation, conversation & conflict management, networking, charisma & assertiveness, leadership training, work-life balance) are being planned.

## 5. Application documents

- ✓ Motivation letter
- ✓ Profile sheet (please find the sheet here: <https://go.uni-regensburg.de/mentoring-2025-profile-sheet>)
- ✓ Curriculum vitae in tabular form with list of publications, list of courses taught, overview of third-party funding already obtained, grants, awards and prizes
- ✓ University diplomas

Please send these documents in one pdf file to the Equal Opportunities Coordination Office ([mentoring@ur.de](mailto:mentoring@ur.de)) by October 1, 2024.

## 6. Program management and coordination

**Program management** | Prof. Dr. Miriam Banas, Deputy University Representative for the Equality of Women in Academia and the Arts

**Program coordination** | Anna Theresa Wolferstetter, Equal Opportunities Coordination Office | [mentoring@ur.de](mailto:mentoring@ur.de)

**Further information:** [www.ur.de/chancengleichheit/mentoring](http://www.ur.de/chancengleichheit/mentoring)



The Mentoring.UR program is part of the personnel development program CoMeNT.UR for women early career researchers at the University of Regensburg.

You can find more information about the CoMeNT program at: <https://go.ur.de/coment>