

## Become a mentor

Our mentors come from the worlds of academia, business or other social, cultural and public institutions. They are responsible, active companions of the mentees.

## Benefits for mentors

Although the focus of the mentoring tandem is on mentees' development, participation in the mentoring programme also offers a variety of benefits for mentors:

- Impart your knowledge and experience
- Reflect on your own professional development and life path
- Exchange views on experiences of diversity and discrimination
- Strengthen your connection to the University of Passau
- Develop your own advising and leadership skills
- An opportunity for recruiting junior staff for your own company or institution

## Time expenditure

The programme lasts approximately twelve months. It is recommended that mentoring tandems meet in six-to-eight-week intervals. Experience shows that the meetings tend to take about two to three hours. The timing and content of the mentoring tandems at the participants' discretion. The mentees organise the meetings.

## Programme schedule from October 2022 to October 2023

- Approximately six tandem meetings
- Alternating (usually monthly) seminars, workshops and networking meetings for mentees
- Two individual career coaching sessions for mentees

For more information on mentUP\* and the registration forms visit [www.uni-passau.de/en/mentorship](http://www.uni-passau.de/en/mentorship)

If you have any questions about the programme, the programme coordinator will be happy to help you.

## Contact for enquiries

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**ment** **UP**<sup>★</sup>  
Diversity Mentoring



Apply for  
2022/23

The mentoring programme for master's students, state examination candidates, doctoral and postdoctoral researchers and those working towards their habilitation – all all four faculties.

October 2022 to October 2023

## Diversity mentoring at the University of Passau

As a staff development instrument, mentoring aims to promote the transfer of knowledge between those with experience (mentors) and less experienced people (mentees). For the University, diversity is a way to become even more vibrant, cosmopolitan and equitable. The diversity of its students, teachers and staff is both a responsibility and a strength of the University.

This is why it has established the mentUP\* diversity mentoring programme to support and integrate members of groups that have been underrepresented at universities and in management positions to the best of its abilities. When selecting mentees, the following diversity characteristics are therefore given special consideration:

- gender
- ethnic background
- social background
- physical disabilities or chronic illnesses
- care obligations
- sexual orientation
- age

## Concept

Central to the programme are the mentoring tandems, which each consist of a mentee and a mentor. These mentoring tandems are complemented by seminars, workshops, coaching sessions and networking meetings.

## Mentoring tandem

In this relationship, mentees and mentors regularly exchange ideas and develop the mentees' career prospects.

Benefits for mentees:

- Support with planning a career strategy, how to deal with potential career obstacles and experiences related to diversity or discrimination
- Advice on specific requirements for a leadership position in academia, business, politics, public administration and the media or cultural industries
- Contacts and learning the 'rules of the game' in the respective fields

## Seminars, workshops and coaching sessions

The tandem meetings are complemented by career-related seminars and workshops focusing on:

- diversity competencies
- personal competencies
- methodological competencies
- leadership competencies

Individual career coaching is offered at the beginning and the end of the programme.

## Networking

Strategic networking with other mentees is promoted through regular networking meetings.

## Become a mentee

The programme is intended for members of the University who are early career researchers or studying for a future leadership position. Specifically, it caters to the needs of those studying for a master's degree, state examination candidates, doctoral students, postdoctoral researchers and those working towards their habilitation qualification; it does not matter which of the University's faculties you are associated with.

## Benefits

- Boost your academic and professional development
- Identify career prospects
- Motivation, encouragement and empowerment for your career
- Get feedback on your academic and professional profile
- Acquire and deepen interdisciplinary core competencies and strategic knowledge
- Gain access to career-relevant information
- Build and grow a sustainable network

## Requirements for participation

- You must be one of the following: enrolled in a master's degree programme; enrolled in a long-cycle programme and close to sitting your state examination; a doctoral student; or a postdoctoral/habilitation researcher at the University of Passau.
- You have at least one of the aforementioned diversity-related characteristics and are actively committed to diversity
- You are aiming for a career in academia or a leadership position
- You are motivated and would like to actively participate in the mentoring tandem
- You would like to network with early career researchers and junior executives
- You are willing to take part in the overall programme and the evaluation

## Application

There is a two-step admission process for this programme, consisting of a written application and a selection interview. The following documents must be submitted to the project coordinator by the application deadline:

- Completed online application form
- Cover letter in which you describe your motivation for participating in the programme as well as your goals and expectations of the mentoring programme (one page maximum)
- Chronological curriculum vitae
- Overview of previous academic achievements or publications, teaching experience and acquisition of external (third-party) funding

Once your application has been approved, the programme coordinator will work with you and the other mentees to establish contact with potential mentors.