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Thematic Priority: Global Change and Ecosystems

Deliverable D 8.11: Mentor Training

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Start date of project: 1 September 2004

Duration: 60 Months

Organisation name of lead contractor for this deliverable:
University of Berne (Evi Schuepbach)

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Dissemination Level		
PU	Public	P
PP	Restricted to other programme participants (including the Commission Services)	
RE	Restricted to a group specified by the consortium (including the Commission Services)	
CO	Confidential, only for members of the Consortium (including the Commission Services)	

ENSEMBLES Mentoring Programme and Mentor Training

**Evi Schuepbach, University of Berne, Switzerland
(rev. 20080505)**

A Mentoring programme has been started in ENSEMBLES, in collaboration with the European Network of Excellence in Atmospheric Composition Change, ACCENT (www.accent-network.org). The programme is administered jointly by Evi Schuepbach, Partner in ENSEMBLES and Task Leader "Training and Education" in ACCENT (www.accent-network.org/portal/education/policy), and the ENSEMBLES Gender Action Group (Clare Goodess and Sari Kovats). The call for the Mentoring programme was mounted on the ENSEMBLES website in October 2007 prior to the GA in Prague scheduled in November 2007 (see Appendix I).

The mentoring programme aims at early career scientists working in the field of atmospheric sciences. Students and PostDocs (M.Sc. level up to 5 years after completion of a PhD) were invited to consider whether they would like to become a Mentee. More experienced ENSEMBLES researchers were encouraged to participate as a Mentor. Both women and men are welcome as both Mentees and Mentors. The main launch event was held during the ENSEMBLES GA in Prague, on Monday evening, 12 November 2007 (see Appendix II).

Following the call in October 2007, seven Mentees and four Mentors had returned the online forms (Expression of Interest). Three Mentor-Mentee pairs were matched prior to the event on Monday evening, 12 November 2007, according to the priorities of both Mentors and Mentees in terms of scientific expertise and geographical location. The matching was carried out by Evi Schuepbach and Clare Goodess. The three Mentor-Mentee pairs were present during the event on Monday evening, 12 November 2007, and were joined by a couple of other people interested in participating in the Mentoring programme. At least two other participants could not enter the building, and were taken care of during the GA (i.e., formation of another Mentor-Mentee pair). At the end of the GA, two Mentors were lacking, one of which committed herself during the 1st GA of the GEOMON EU Project.

A Mentor Training was carried out by Evi Schuepbach during the launching event on 12 November 2007 (see Appendix III). The training was followed by discussions of the Mentor-Mentee pairs to agree on various items with regard to the Mentoring process, for inclusion in a small contract (see Appendix IV).

Since then, the Mentor-Mentee pairs have had sporadic contacts and exchanged emails of reasonable length/depth. The Mentor feelings are as though the success or usefulness is hard to judge at this stage.

After discussion with Mentors involved in the programme, the idea of a follow-up 3-day Mentoring Conference in July 2008 was dropped (time-constraints). Instead, a Session on Gender Mainstreaming is now prepared both at the EMS meeting in Amsterdam in 2008, and at EGU 2009. The call for the Gender Session at EMS was widely disseminated in the end of April 2008.

APPENDIX I: Call for Expressions of Interest in Mentoring

The Joint ACCENT/ENSEMBLES Mentoring Programme

The ENSEMBLES management board has endorsed the proposal from the Gender Action Committee to introduce a mentoring scheme and has agreed that this should be implemented by joining up with the existing ACCENT Mentoring Programme. It is proposed to launch the joint scheme during the General Assembly in Prague, November 2007.

Information about the ACCENT Mentoring Programme which was launched in July 2007, including the aims and scope, are available here: http://www.accent-network.org/farcry_accent/index.cfm?objectid=874D2B65-BCDC-BAD1-A26C583DDF1C71EA&navid=F02F8151-BCDC-BAD1-A564FD64F63839FE

Further information about mentoring is available from these UK sites - <http://www.mentorset.org.uk/> & <http://www.setwomenresource.org.uk/en/mentoring>), which provide this fairly broad definition of mentoring:

"Mentoring is to support and encourage people to manage their own learning in order that they may maximise their potential, develop their skills, improve their performance and become the person they want to be." Eric Parsloe, The Oxford School of Coaching & Mentoring

All early- to mid-career (i.e., up to about 10 years after PhD) researchers involved in ENSEMBLES are invited to consider whether they would like to become a Mentee. More experienced ENSEMBLES researchers are invited to consider becoming a Mentor. Both men and women are welcome as both Mentees and Mentors.

It is proposed that the first ENSEMBLES Mentor-Mentee pairings should run for a year, and then the scheme will be reviewed (ensuring confidentiality wherever appropriate). Since the pairs will not be based in the same institution, it is expected that most interaction will take place by email and (if both parties agree) by internet telephone, with face-to-face meetings during ENSEMBLES and other meetings which both happen to be attending. We recommend that Mentor-Mentee contacts should be on a monthly basis (or as agreed between each Mentor-Mentee pair). Unfortunately, ENSEMBLES does not have any travel money available specifically for mentoring.

At the start of the scheme, both Mentors and Mentees will be offered an introduction, followed by a Mentor-Mentee session for each pair to discuss and agree on the objectives to be achieved and nature of contact, and to sign a small standard contract on this. The issue that the Mentee wishes to tackle with the Mentor is confidential between the two.

The joint ACCENT/ENSEMBLES Mentoring Programme will be administered by the ENSEMBLES Gender Action Committee together with the ENSEMBLES Director and Evi Schuepbach (who initiated the ACCENT Mentoring Programme and will provide training on behalf of ACCENT).

The scheme will be launched in Prague on the evening of Monday 12 November 2007. Please see the next page for information and to express your interest in participating in the scheme.

Clare Goodess, Evi Schuepbach and Sari Kovats
9 October 2007

APPENDIX II

Launch of the Joint ACCENT/ENSEMBLES Mentoring Programme

ENSEMBLES General Assembly, Prague

Monday, 12 November 2007, 6.30 pm

The main launch event for the ENSEMBLES mentoring scheme will be held in Prague (venue to be announced) at 6.30 pm on Monday 12 November 2007. This event for all potential Mentors and Mentees will be led by Evi Schupbach and will have the following format:

1830 to 1915: Introduction to the joint ACCENT/ENSEMBLES Mentoring Programme, including discussion on expectations, goals and schedule

1915 to 1945: Break (with drinks!) and formation of Mentor-Mentee Pairs

1945 to 2030: Mentor-Mentee Pairs agreeing on Mentor-Mentee 'contracts'

For those who wish, we will then go out for Dinner together (self-funded!)

It is hoped that the Mentor-Mentee Pairs set up on Monday will take the opportunity for further discussion during the rest of the General Assembly.

Please fill in the pro-forma below to express your interest in the ACCENT/ENSEMBLES Mentoring Programme and return to Evi Schuepbach (email: private-coach@bluewin.ch) by Monday 5 November.

Name:

Institution:

Email:

I am potentially / definitely (delete as appropriate) interested in becoming a Mentor / Mentee (delete as appropriate).

I will attend the launch meeting on 12 November: yes / no (delete as appropriate)

I cannot attend the launch meeting on 12 November but would like to receive more information about the Mentoring Programme: yes / no (delete as appropriate)

Background information of potential **Mentor**:

As the more experienced scientist and Mentor, you will be expected to offer advice to the Mentee and be responsible for a smooth functioning of the Mentor-Mentee relationship. Please provide information on your potential needs as a Mentor, and your preferences in terms of scientific field, geographical location, etc. of the Mentee that you wish to mentor.

Background information of potential **Mentee**:

Perhaps, you are in a transitional phase in your professional life (e.g., completing your PhD, PostDoc, etc.) and wish to discuss the next step in your career progression with a more experienced person working in the field? Please draw up a 0.5 page proposal on the issue you wish to tackle with your Mentor and bring it along to the session. Here, you are invited to provide information on your preferences in terms of scientific field, geographical location, etc. of your ideal Mentor. We will try to match accordingly.

Please contact Evi Schuepbach (private-coach@bluewin.ch) if you have any questions about the scheme.



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APPENDIX III: Mentor Training

Evi Schuepbach
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cabo@giub.unibe.ch



ACCENT «Training & Education» (T&E)
www.accent-network.org

ENSEMBLES General Assembly, Prague, 12 November 2007



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Creating Partnerships for Learning about Science

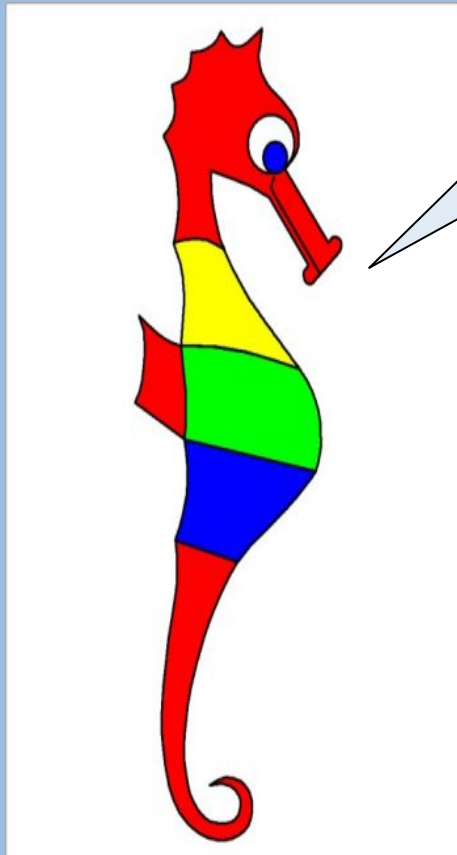
Joint ACCENT/ENSEMBLES Mentoring Programme

Evi Schuepbach
University of Berne, Switzerland
cabo@giub.unibe.ch



ACCENT «Training & Education» (T&E)
www.accent-network.org

ENSEMBLES General Assembly, Prague, 12 November 2007



I am a sea horse

I am cute

But what is REALLY special
about me?

my male partner gives birth to our babies !

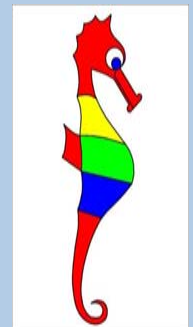
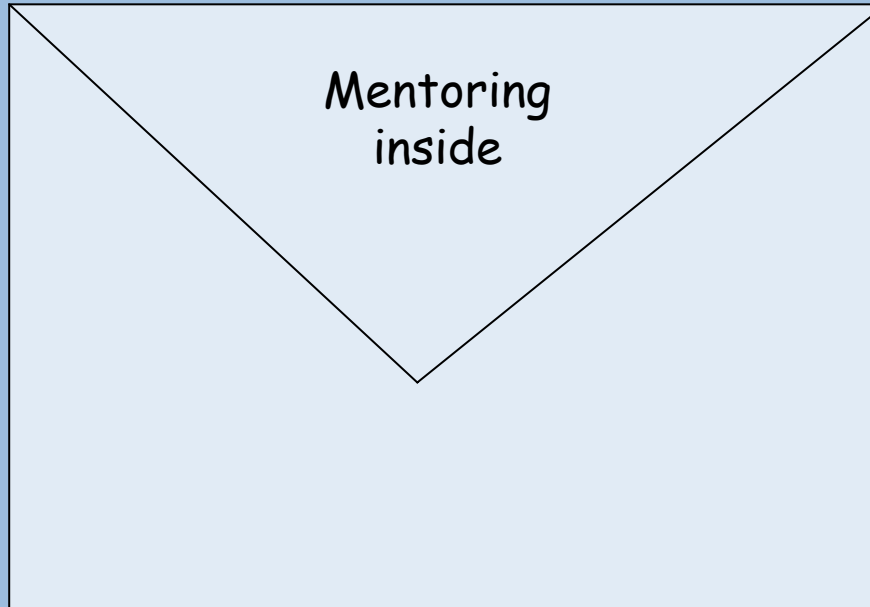


-> nature
can make career progression difficult

What is the issue?

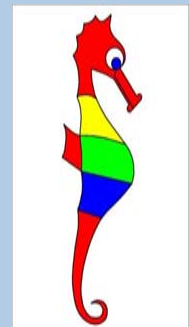
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Mentoring is...

- a relationship/partnership between a Mentor (senior) and a Mentee (junior)
- „muscle training“ to understand and cope with structural blocks and constraints in professional life
- an opportunity for the Mentees to address their issues on career choice when entering the world of work
- a possibility for the Mentors to transfer skills in tackling dilemmas during career progression



What can Mentoring do for YOU?

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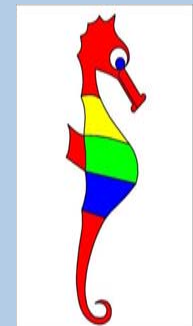
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Mentor

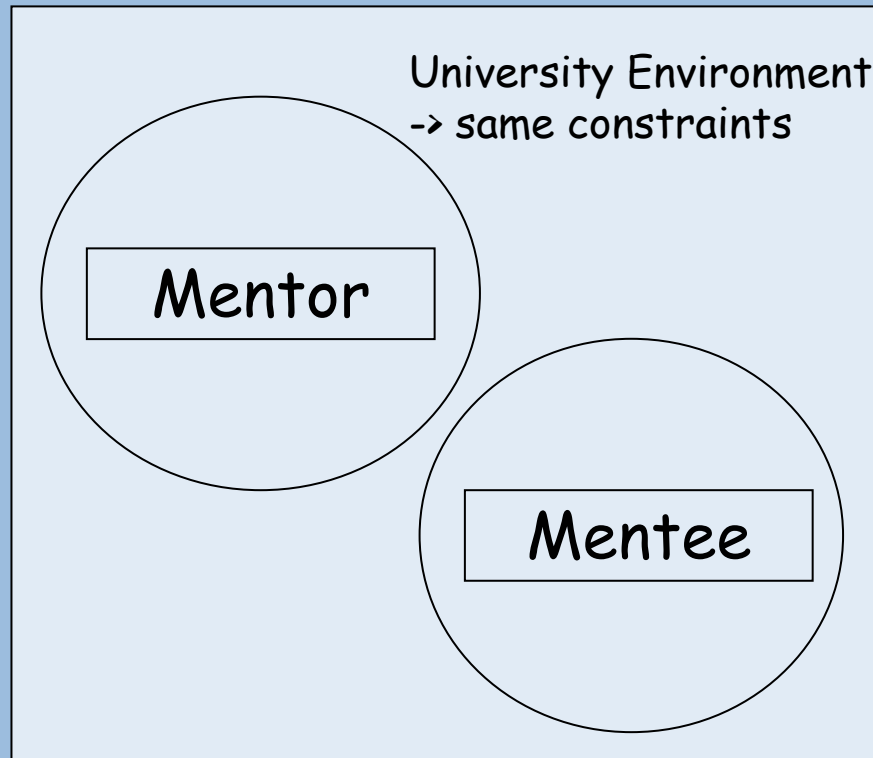
Reflect on your own setting & situation within
Act as a role model
Network

Mentee

Establish a professional (mentoring) relationship
Reflect on your career choice & get advice
Combat feelings of isolation



Mentor-Mentee Relationship

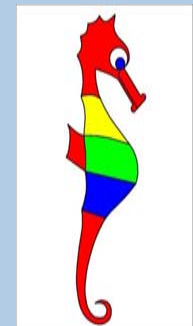


Level:
organisational
(personal)

Mentoring Issues (Examples)

What do you keep hitting organisationally that makes life difficult?

What are the professional/academic constraints that hold you back?



Joint ACCENT/ENSEMBLES Mentoring Programme

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How is it organised?

2nd ACCENT Symposium, Urbino, Italy (July 2007)
Official Launch of ACCENT Mentoring Programme
(ca. 12 Mentors)

Call for Mentors/Mentees in ENSEMBLES
October/November 2007

4th ENSEMBLES GA in Prague, November 2007
Official Launch of ENSEMBLES Mentoring Programme
(7 Mentees / 4 Mentors)

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How is it organised (cont.)?

Review Meeting / Plenary Meeting

Organised by ACCENT in 2008 / early 2009
(funding of ENSEMBLES Mentor-Mentee Pairs?)

(Joint) Publication

as part of the ACCENT T&E Synthesis (2009)

Links with other EU Projects

EUCAARI, GEOMONT, etc.

New EU Project

Next suitable call (with US partners)

Schedule

18.30 - 19.00 hrs

Introduction

Discussion on Expectations, Goals and Schedule
Mentor-Mentee Pairs (based on EoI)

19.00 - 19.30 hrs

Break

19.30 - 20.15 hrs

Mentor-Mentee Pairs discussing Mentor Contract

20.15 - 20.30 hrs

Reporting to the Plenary
Further Procedure





**Joint ACCENT/ENSEMBLES
Mentoring Programme**



Mentor – Mentee Contract

**Discussed between the Mentor and Mentee at the
ENSEMBLES General Assembly 2007 in Prague
12-16 November 2007**

Period of Mentoring:(we suggest 1 year max.)

Issue of Mentoring and Goals to be Achieved:

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Nature/Mode of Contact, and Number of Contacts/Restrictions, etc.:

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Contact Details of Mentor/Mentee:

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Date/Signature of the Mentor:

Date/Signature of the Mentee: