

Mentoring in Higher Education: Medical Career Development as part of a gender-equal human resources development

International Conference Mentoring in the Medical Sciences –
a working group of Forum Mentoring e.V.



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Introduction

As a part of a gender-equitable, scientific based human resource and organizational development approach, mentoring plays an important role in achieving a balanced proportion of men and women in leadership positions in the field of academic medicine.

As a working group of the Federation Forum Mentoring eV the "International Conference Mentoring in Medicine" is a competence network of mentoring coordinators of university medicine in German-speaking European countries.

The aim is to ensure the best quality and sustainable impact of mentoring based on the acquired specific knowledge of the program coordinators in the medical field.

Mentoring has established itself as a proven instrument for promoting young scientists in their careers. Positive role models and supportive relationships are hereby of great importance. The focus is on making the structural framework of a scientific career in medical sciences more transparent.

Materials and methods

Target Groups:

Students, Docs, Postdocs, Post Habil

Targets:

Promoting the careers and developing the potential of female scientists, Encouraging equal opportunities for female scientists in medicine and the natural sciences, Encouraging Compatibility of career and private life (work-life balance), Creating enduring / sustainable interdisciplinary networks, Establishing social networks, Operative knowledge of structures, processes and rules in academic activities, Introducing into the scientific community, Attaining key qualifications and management strategies, Knowing role models, Developing knowledge about university policies and informal knowledge

Settings & Runtime:

Peer Mentoring, Group Mentoring,
One to One Mentoring, Mixed Forms;
1-4 semesters

Elements: (basic modules mentoring – training – networking)

Mentoring relationship, peer group, trainings to strengthen career-relevant competence (management skills, academic soft skills, scientific skills), coaching, networking

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Results

exemplary representation of 3 Mentoringprograms:

- **Frauen netz.werk Medizin**
- **MediMent**
- **SelmaMeyerMED**

Forum Mentoring Internationale Konferenz Mentoring in der Medizin

university: Medizinische Universität Wien
 program title: **Frauen netz.werk Medizin**
 coordinator: Mag. Angelika Hoffer-Pober
 organizational anchoring: Stabstelle Gender Mainstreaming (Koordinationsstelle für Gleichstellung, Frauenförderung und Geschlechterforschung)
 Vizerektorat für Lehre, Gender und Diversity

target group: Post Habil
 program start: 2004 runtime: 24 months setting: one-to-one Mentoring
 mentees: f
 mentors: f

Forum Mentoring Internationale Konferenz Mentoring in der Medizin

university: Duisburg-Essen, Universitätsklinikum Essen
 program title: **MediMent**
MediMent -Peer
 coordinator: Dr. Renate Petersen
 organizational anchoring: Center of Higher Education and Quality Development (ZfH)

target group: postdocs
 program start: 2005 runtime: 24 months setting: one to one and Peer-Mentoring
 mentees: f (one-to-one for women) fm (peer-mentoring for mixed women and men-groups)
 mentors: fm

Forum Mentoring Internationale Konferenz Mentoring in der Medizin

university: Heinrich-Heine-Universität Düsseldorf/ Medizinische Fakultät
 program title: **SelmaMeyerMED-Start**
SelmaMeyerMED+MED-Grad+
SelmaMeyer-PROF
 coordinator: Monika Demming-Pälmer M.A.
 organizational anchoring: Medical Faculty and Equal Opportunity Officer

target groups: doctoral students, postdocs, Habilitandinnen
 program start: 2009 runtime: 18 (Med-Start) and 24 months setting: one to one and Peer-Group-Mentoring
 mentees: f
 mentors: fm

A* Mentoring program for students from the 3rd semester on for mentees f + m since 2012

Conclusions

Representatives of universities and universities of applied sciences as well as scientific organizations initiated the professional knowledge transfer with the aim to develop a collective learning process by means of a critical yet constructive discussion about success factors, opportunities and barriers. The intention of which is the comparability of various mentoring programs on the basis of mutually agreed quality standards. Due to a bundling of creative stimuli the process of knowledge transfer, learning and innovation is advanced. The collective knowledge gathered thus is more than the sum of the individual stocks of knowledge. It is expected to guarantee a sustainable effect of mentoring.

The specific challenges of mentoring in medical sciences

It soon became apparent that mentoring programs in different subject areas have to meet different requirements. In the field of medical sciences the requirements to be met are very different from that of other subject areas. Young female scientists in medical sciences or young females in specialist medical training face the challenge to balance their family and professional life, which includes patient care / clinical practice – research – teaching – career ambitions. Prevailing patriarchal hierarchies might impede the pursuit of a career significantly. Learning about subject-specific rules and unwritten laws, therefore, is an essential process. These facts made it necessary to develop a specific mentoring program for medical sciences.

The „Arbeitsgemeinschaft Hochschulmedizin“ goes international

Between 2003-2005, and almost simultaneously, medical faculties in Germany, Austria and Switzerland implemented mentoring programs to promote equal opportunities. All of which included the modules mentoring, training and networking as a part of their basic structure.

The career requirements for young scientists in medical sciences at universities are comparable regarding the key components. Therefore, a cross-border knowledge transfer promised enhancement. The „Internationale Konferenz Mentoring in der Medizin“ was established as a working group for the field of medical sciences of Forum Mentoring e.V. in 2008 at a conference at the Heinrich Heine University. Currently 21 mentoring coordinators from medical faculties are working in this specific mentoring competence network in order to devise quality standards and best practice solutions for a continuous development of the individual programs.

International Conference Mentoring in the Medical Sciences

