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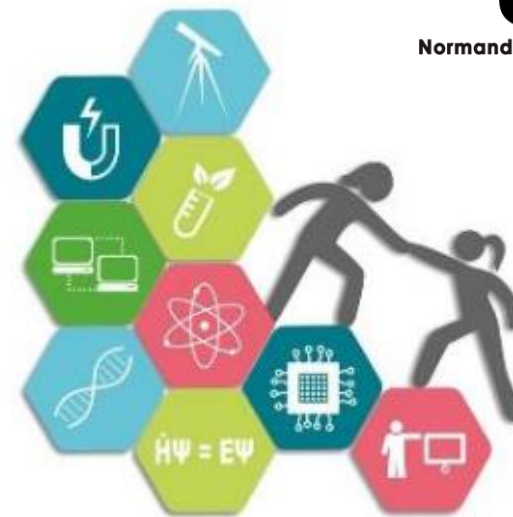
INSTITUT NATIONAL
DES SCIENCES
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Normandie Université

Mentoring program

for 2nd year women PhD students
of the doctoral school EDNC



Starting meeting EDNC – December 2

FEMMES & SCIENCES
a s s o c i a t i o n



<http://www.femmesetsciences.fr>

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

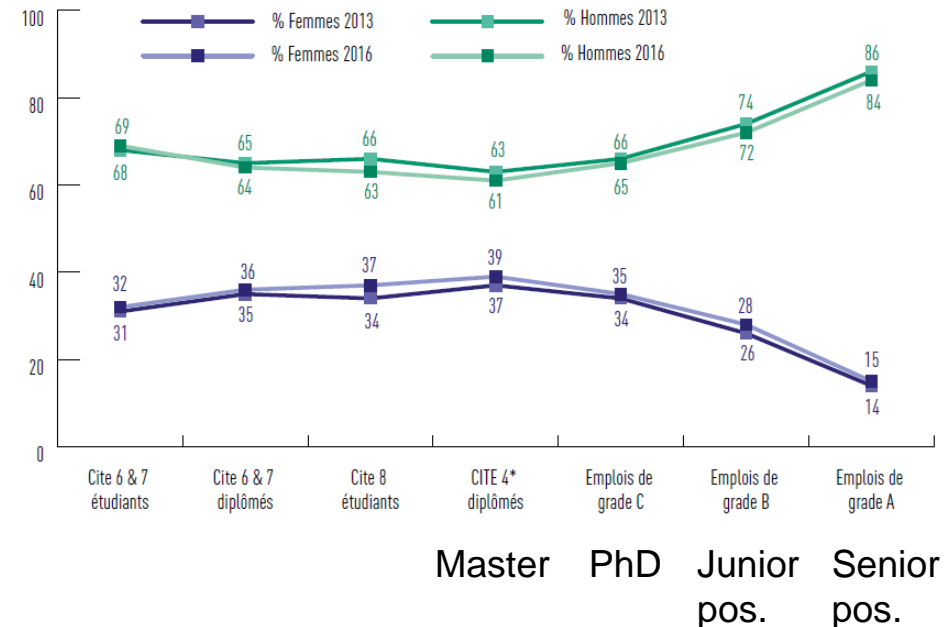
=> That's the aim of the mentoring program being already set up in different french regions

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:
 - 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

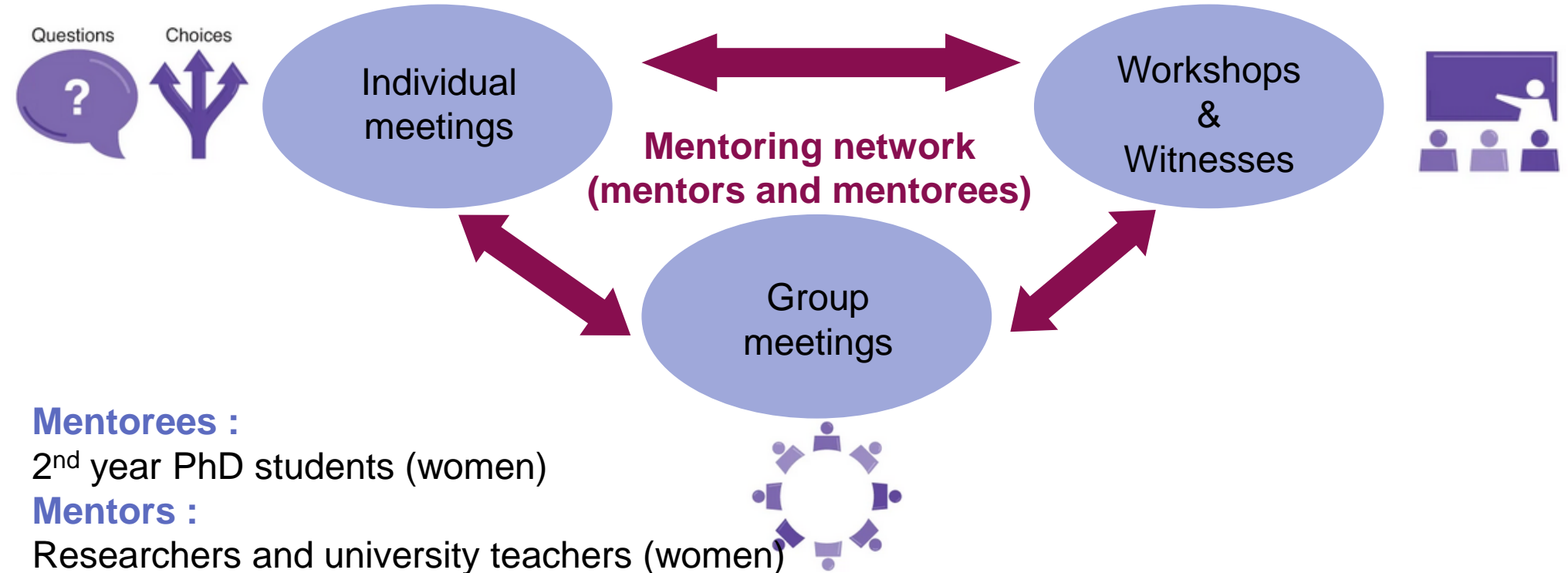
The impacts which have been demonstrated for the mentorees in an academic surrounding:

- A better professional and personal fulfillment
- Better research results, more fundings
- 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 :



Mentorees :

2nd year PhD students (women)

Mentors :

Researchers and university teachers (women)

When? And by whom?



Normandy Mentoring Steering Committee
Meeting of July 6 – ENSI Caen

*Constitution & Training of the network of mentors (~20) on the 3
Normandy sites by spring 2023*

Program start:

University year 2023/2024

For 2nd year PhD students (women)

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 EDNC

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