



Project no. 018340

**Project acronym: EDIT**

**Project title: Toward the European Distributed Institute of Taxonomy**

Instrument: Network of Excellence

Thematic Priority: Sub-Priority 1.1.6.3: “Global Change and Ecosystems”

## **C1.5.6 Structure of the EDIT mentoring scheme and requirements**

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Revision [draft 1]

<b>Project co-funded by the European Commission within the Sixth Framework Programme (2002-2006)</b>		
<b>Dissemination Level ( “X” in the relevant box)</b>		
<b>PU</b>	Public	x
<b>PP</b>	Restricted to other programme participants (including the Commission Services)	
<b>RE</b>	Restricted to a group specified by the consortium (including the Commission Services)	
<b>CO</b>	Confidential, only for members of the consortium (including the Commission Services)	

### **Presentation**

According to the GAP survey performed in 2009 on the representation of women within the EDIT partners<sup>1</sup>, the female scientists as managers represent only an average percentage of 23% among the 13 EDIT institutions that responded to this survey, which is slightly above the criticized EU 20% average percentage of female at grade A (EC She Figures 2009).

A majority of institutions have however a good percentage of females in early career which is the main target the GAP should act upon in order to ensure the transfer of expertise in taxonomy to the new generation and a trend towards parity at all levels in the scientific career.

### **Proposition**

The GAP has identified an action to provide the support required by the early career female scientists to succeed in their career. It is believed that giving them the possibility to meet and exchange bilaterally with a senior scientist would provide them with the necessary self-confidence and the orientation tools leading them to the highest ranks in the scientific community. Such an action as a mentoring scheme should be tested among the EDIT partner institutions willing to participate.

A mentoring scheme was chosen as a solution for the gender gap among the EDIT partners, because it is a direct and interpersonal way to:

- Guarantee the transmission of the expertise and excellence in taxonomy from senior researchers to researchers in early career;
- Encourage women that are doctoral students and post-docs in taxonomy through advices from the full professors already well installed in the scientific community;
- Foster the advantages that the network provides to females in early career in terms of mobility and of trans-disciplinary exchanges.

### **Preparatory work**

The mentoring programme will be launched for the last running year of the EDIT contract. It shall start in March 2010 with a preparatory work to inform the EDIT partners staff members and make sure of the presence of a critical mass of potential mentees and mentors ready to be involved.

The preparatory work during March 2010 will consist in:

- Organising the programme coordination with the various GAP representatives by ensuring their availability and supervision possibilities;
- Identifying through an email and telephone inquiry the potential mentees among the EDIT PhD students and Post-Docs. The mentees will be sent an application form to fill in requesting them notably the objectives they want to pursue through the scheme and what their expectations are. They will also be asked to send their CV and designate a senior scientist whom they would like to have as mentor.
- Identifying the potential mentors. The mentors could be female or male senior scientists. They will be informed through guidelines on the purpose of the exchanges and on the kind of involvement and support they will be asked to provide to their mentee.

Following this first phase, the GAP steering committee, according to the budget available, will launch the process by making the match between the mentors and the mentees and support financially their travel.

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<sup>1</sup> For full report on the **Results of the surveys on the representation of women among EDIT partners and on the response towards the implementation of a mentoring scheme within EDIT**, go to appendix 1

### **Guidelines**

Mentors and mentees will receive guidelines to help them focus on their objectives and make sure of the goals to be reached by both of them.

Below are a few examples of the topics the mentors can expect to have to deal with during their meetings:

- Self-management, communication and presentation;
- Access to funding;
- Academic appointment procedures;
- Awareness on the international conferences, contacts and participation.

### **Type of mentoring**

Various types of mentoring are applicable to the EDIT project.

- The participants to the exchanges can choose between two types of mentoring:
  - one-to-one (i.e. a mentor and a mentee)
  - one-to-several (i.e. a mentor and several mentees). The mentees can choose to group themselves to benefit from the same mentor advices.

It will be up to the mentors and mentees to decide on the best form applicable to the goals pursued.

- It is recommended that the mentoring pairs or groups be trans-disciplinary to avoid hierarchical obstacles. Indeed, the mentor shall be differentiated from the supervisor as he/she will not see the mentee “as a simple student with a research project, but a student with a career in front that the mentor helps to start.” (excerpt from the article “*Nature’s* guide for mentors”, *Nature*/Vol. 447/2007)

### **Schedule**

- The frequency of the meetings will be left at the mentor and mentee’s convenience, after the first meeting organized by the GAP SC.
- The places for the meetings will be chosen by the mentors and mentees, but it is recommended that the meetings do not take place in the office of the mentor to avoid that any of the participants be advantaged and be in his/her working environment while the other is not. A public place will be preferred.

### **Coordination**

The main activities of the GAP Chair and GAP representatives will be to:

- Diffuse the information and guidelines
- Identify the participants
- Accept or reject the candidates
- Attribute them the grants to enable their travel to the meeting point
- Coordinate the matching process and the first exchanges
- Supervise the meetings and collect the notes taken by the participants and/or the questionnaires filled in as feedback

### **Evaluation**

In order to evaluate the scheme advancement, the GAP representatives from the participating institutions will gather the following information:

- Notes from meetings taken by mentors and mentees
- Interviews of mentees and mentors
- Questionnaires filled in by mentors and mentees on their appreciation of the scheme

**Final event**

A Workshop with mentees and mentors will be organised during the final event of the EDIT project and the findings will be diffuse to all EDIT partners, stakeholders and European/national networks of women scientists.