

Evaluation 11th edition Mentoring Program WP 2022 - 2023

Summary

With the exception of ACTA, HUM, LAW and FRT, the faculties below participated in the mentoring program with 24 couples. The rating for the overall programme by both mentees and mentors remains high at 4.7 (mentees) and 4.3 (mentors) on a five-point scale, based on a response rate of 29,1% of mentees and 50% of mentors.

Participation

Faculty	Mentees	Mentors
Beta	5	6
FSW	5	2
SBE	4	4
FGB	10	12
Total	24	24

Gender

The male-female ratio is shown here because the mentorship grew out of the Charter Talent to the top for more female professors. At that time, VU decided to open the mentorship to both men and women.

Mentees: 9 men (37,5%), 15 women (62,5%); Mentors: 18 men (75%), 6 women (25%).

Mentees – motives to participate in order of decreasing importance:

Career planning and – strategy
Prioritizing (research, teaching, managerial)
Work-life balance
Research and funding

Quotes:

Various creative examples of how to create more impact with my research.

Helping me with strategy, making choices, dealing with non-functional collaborations.

To be strategic with my decisions, to be careful with what I promise I will do, to evaluate my real capabilities.

Mentors – motives to participate

Social Responsibility (giving back to the academic community, younger generation, VU, society)
Sharing experience and insights with younger colleagues
Investing in new talent
Diversity (gender)
Other: Quid pro quo places for mentees for our department

Mentors – results

Insights in the challenges and obstacles within the VU
Taking a look behind the scenes in another department
Reflection on my own career
Development of communication / coaching skills

Quotes:

Help new international staff to better integrate and understand the system.

It provides an opportunity for explicit reflection that would otherwise not happen and it provides an external point of view that might be usefully different from the local culture/customs/habits.

By providing encouragement and support by making mentees aware of 'career planning'.