**Evaluation 12th edition Mentoring Program WP 2023 - 2024**

**Summary**

With the exception of ACTA and FRT, the faculties below participated in the mentoring program with 36 couples.

The rating for the overall programme by both mentees and mentors is at 3.9 (mentees) and 4.7 (mentors) on a five-point scale, based on a response rate of 36% of mentees and 44,4% of mentors.

**Deelname**

|  |  |  |
| --- | --- | --- |
| Faculteit | Mentees | Mentoren |
| Beta |  11 | 13 |
| FSW |  3 |  3 |
| SBE |  6 |  6 |
| FGB |  7 |  6 |
| FGW |  4 |  3 |
| RCH |  5 |  5 |
| Totaal |  36 | 36 |

**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: 11 men (31%), 25 women (69%); Mentors: 27 men (75%), 9 women (25%).

**Mentees – motives and results to participate in order of decreasing importance:**

Career planning and – strategy

Prioritizing (research, teaching, managerial)

Research and funding

Work-life balance

Quotes:

*How to strategize and make sure that continuous progress is being booked beyond of the current requirements for building a long-term strategy.*

*He helped me a lot with adjusting to the Dutch academic system and managing expectations.*

*Specific tricks on how to teach and organize new research projects.*

*Experiences from another department show that there are different ways to deal with education and work load.*

*Importance of collaboration and integration.*

**Mentors – motives to participate**

Social Responsibility (giving back to the academic community, VU, society)

Investing in new talent or younger generation

Sharing experience and insights with younger colleagues

Investing in new talent

Diversity (gender)

**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:

*Helping young staff members to make the best choices for their career is important for their personal development. In some cases confidential reflection on conflicts or conflicting interests, is also important. For the VU, optimally support talented staff, may help to keep staff motivated and connected to his university.*

*I think it helps them to have a sounding board to help them think about career issues and trade-offs who is not their team leader; and also useful that they might be from another discipline.*

*I hope the advice they get from mentors helps them plot their own course – identify their strengths, weaknesses, passions and build on those. I hope it helps them get tenured / promoted to the level they strive for. And to be happy and satisfied in their work.*