

Mentoring

... promotion of female junior researchers

A total of approx. CHF 7 million in grant funding was awarded in 6 project submission rounds organised during the past programme periods. This grant funding was used for 39 different **Mentoring** projects. Funding was awarded either on a one-time basis or was renewed up to five times:

- **Mentoring project in German-speaking Switzerland**
Universities of BE (Lead), BS, LU, FR, SG, ZH, ETH, SNSF
- **Mentoring in French-speaking Switzerland**
Universities of FR (Lead), GE, LS, NE, TI, EPFL, SNSF
- **Peer-Mentoring programme / Mentoring Workshop**
Universities of ZH (Lead), BS, SG
- **Latin REGARD programme**
Universities of FR (Lead), NE, GE, LS, TI
- **Mentoring in medical sciences / FRAMEplus**
Universities of BS and ZH
- **Diss+**
University of BS
- **Mentoring in Italian-speaking Switzerland / Academic careers for women**
University of TI
- **LIEGE inter-university laboratory for gender studies**
University of LS
- **Starting your thesis right**
University of LS
- **WoMentoring**
University of BE
- **StEP**
University of BS
- **E-equal teaching-gender-quality**
University of FR
- **Academic Careers / springboard subsidy / SpeedUp@UniLU**
Universities of GE, LU, NE
- **Mentoring PhD students**
University of NE
- **International mentoring in nursing sciences**
University of BS
- **Mentoring in geography, physics, natural sciences and mathematics**
Universities of BE (and FR), BS, ZH
- **Courses and seminars/coaching to promote women and raise awareness of gender issues**
Universities of BE, BS, FR, LU, NE, SG, ZH
- **Information day for selective school graduates specialising in natural sciences**
Universities of BE, FR
- **Wise girls**
University of TI (Lead), SUPSI
- **E-mentoring**
University of LU
- **Network+**
University of SG
- **Femdat – Database of experts**
University of BE (coordination), all universities

Work-life programme

... bringing academic career and family together

A total of CHF 7 million in funding was provided for the three programme periods, which enabled all universities to double existing childcare facilities or set up new ones. Over **200 places** have been created.

In addition, new «flexible» measures like holiday care, lunch tables and conference/meeting care were introduced. Care for ill children in collaboration with the Red Cross is also available. «Last-minute» nursery places are reserved for the children of female professors or post-docs recruited from abroad.

The 3rd programme period includes measures and support for dual-career couples (DCC). In many cases, women often have a partner who works in a similar academic capacity. Tending to give priority to their partner's career, these women are more likely to turn down job offers if their partner is unable to find a position of equivalent value in the new location (Schiebinger, Stanford Report 2008). An active DCC-policy can therefore be an important means of enhancing gender equality at Swiss universities.

Subsidies and decision making

Swiss University Conference (CUS) and Rector's Conference of the Swiss Universities (CRUS)

Planning, project selection, recommendations

Steering committee: one expert (Prof.) for Modules 2 and 3; the President and three members of the Conference of Women's and Gender Equality Delegates at Swiss Universities (KOFRAH); one delegate from the Swiss National Science Foundation (SNSF); and three members with permanent observer status (SER, OPET, KFH)

President since January 2008: Prof. Dr. Y. Flückiger, University of Geneva (UniGE)

Coordination and contact

Rector's Conference of the Swiss Universities (CRUS)
Sennweg 2, 3012 Bern, www.crus.ch

- Dr. Gabriela Obexer-Ruff, gabriela.obexer-ruff@crus.ch
Tel. +41 031 306 60 23,
- Mirjam Christe, mirjam.christe@crus.ch, Tel. +41 031 306 60 24

An evaluation confirmed the following key effects of mentoring: improved strategic career competencies, greater self-confidence and self-determination, stronger presence and integration within the scientific community (Müller F. et al, 2007) Spreyermann & Rothmayr, 08 (in press)
www.sbf.admin.ch/htm/dokumentationen/publikationen-bildung-de.html



Swiss Federal Equal Opportunity at Universities Programme 2000–2011

A federal programme for the
promotion of equal opportunity
for women and men at Swiss
universities, based on the Federal
Administration's Policy for
the Promotion of Education,
Research and Innovation (ERI)
for 2000 – 2011.

SUK.CUS

Why and how does

... the Federal Administration support the Equal Opportunity at Universities Programme?

In 1998, the proportion of women holding a Category I (full and associate) professorship positions at Swiss universities stood at only 7%.

Until 2006, the programme's main objective was to double the proportion of Category I female professors up to 14% at all Swiss universities. This goal was reached within the established timeframe. The fields of social sciences and law also reached this target individually.

If Swiss universities wish to remain competitive and attract the best qualified researchers, they need to focus on gender equality as a quality factor. For the current period running from 2008-2011, the objective is to reach a proportion of 25% of Category I female professors. This target should be achieved by the year 2012.

The Swiss Federal Equal Opportunity at Universities Programme consists of three modules. A total budget of CHF 16 million has been set aside to cover the full four-year period. Responsible for approving the budget for the Equal Opportunity at Universities Programme, the Federal Parliament agreed to the measures chosen to implement the Federal Administration's Policy for the Promotion of Education, Research and Innovation (ERI), which was published by the State Secretariat for Education and Research (SER). The Federal Parliament also adopted the budgets for the three programme periods submitted thus far: 2000-2003, 2004-2007 and 2008-2011.

Programme modules

Module 1 Annual budget of CHF 0.8 million (2008-2011)

Incentive programme for the promotion of female professors. This programme seeks to encourage universities to hire female professors. At the end of each academic year, the total budget is distributed according to the number of newly hired female professors who have been given a permanent contract. Universities are free to use these funds as needed. The main portion of the budget is used for a variety of gender equality purposes. The annual ranking of universities and academic fields encourages upper management to give greater priority to this issue and enriches discussions.

Module 2 Annual budget of ± CHF 0.8 million (2008-2011)

Mentoring programme for the promotion of female junior researchers. This programme covers a total of 39 highly diverse projects whose funding may be renewed from one to five times. There are eleven one-to-one mentoring projects, five mentoring networks, four communication platforms, twelve course programmes, lectures or seminars, three information days for secondary school students and one database for female experts and temporary positions. In order to broaden implementation of these projects, universities needed to contribute 50% of the total funding.

Module 3 Annual budget of CHF 0.3 million (2008-2011)

Work-life programme for greater balance between academic career and family. This programme has prompted all Swiss universities to introduce childcare measures in one form or another. The new project objective for the 2008-2011 period: establish support at Swiss universities for dual-career couples (DCC).

Flat rate and variable contributions

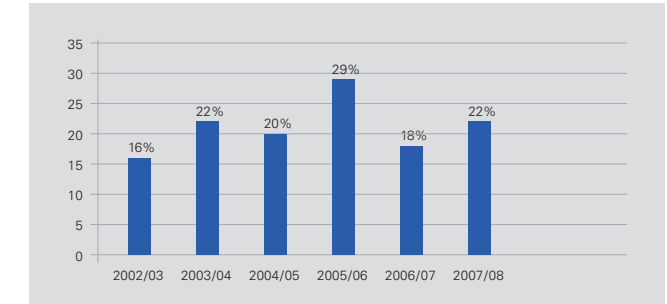
Annual budget of ± CHF 1.8 million (2008-2011)

All universities are provided with the same amount of flat rate funding. They also receive variable funding, which depends on the number of women who take their final examinations. This funding must be spent in accordance with the objectives established in Modules 2 and 3. A portion of funding may also be used to develop gender-sensitive courses.

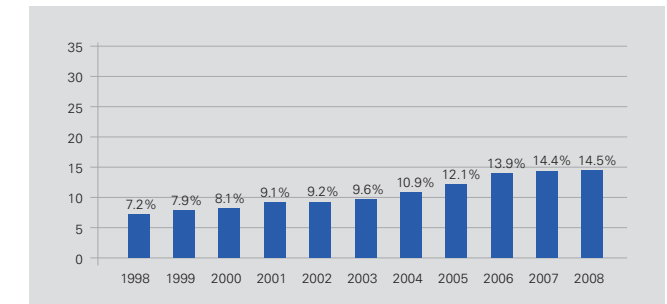
Incentive programme

... for the promotion of category I female professors

The charts below show the proportion and the number of newly hired Category I female professors at Swiss universities:



Newly hired female professors at Swiss universities 2002 - 2008



Proportion of Category I female professors at Swiss universities 1998 - 2008

Universities may use Module 1 funding as they see fit. To date, all universities have used this funding for gender equality purposes e.g. to promote female junior researchers; to create structural positions for gender equality delegates; to establish extra budgets for newly hired female professors; to develop gender studies courses; to launch mentoring projects in medical sciences; and to set up a gender equality monitoring system.