Fix the Leaky Pipeline Program (FLP)

Kick-Off Event – 16 March 2021

WELCOME
Outline

09.00 Welcome address
09.05 Program Presentation
09.15 Presentation of the Coaches & Trainers
10.30 Virtual Coffee Break
10.45 Academic Careers of Women
   Presentation Role Models moderated by Hélène Fueger
   Discussion with Role Models in Break-out Rooms
12.00 End of official Event

After 12.00, peer-mentoring discussion (see page 10)
<table>
<thead>
<tr>
<th>Guests – Role Models</th>
<th>Coaches and Trainers</th>
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<tbody>
<tr>
<td>Prof. Whitney Behr, ETH Zurich</td>
<td>Sarah Blackford (video)</td>
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<tr>
<td>Prof. Catherine Graham, WSL</td>
<td>Dr Monika Clausen (video)</td>
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<td>Prof. Wendy Queen, EPFL</td>
<td>Dr Verity Elston</td>
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<td></td>
<td>Dr. Ingrid Le Duc</td>
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<td>Susanne Matuschek</td>
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<td>Dr Silke Mischke (video)</td>
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<td>Sibyl Schädeli</td>
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<td>Dr Sarah Shephard</td>
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<td>Dr Lille Springall</td>
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16.03.2021 Kick-off Event, Online  
www.fix-the-leaky-pipeline.ch
Fix the leaky pipeline!
A career-building program for women in science

Working group for Equal Opportunities in the ETH-Domain

Maximilian Buyken
Hélène Fueger
Natalie Lerch-Pieper
Marianne Senn
Urte Reckowsky
Natalie Lerch-Pieper
Julian Wettengel

Management Team

Daniela Hansen
ETH Zurich

Kristin Becker
Chantal Mellier
EPFL

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Fix the Leaky Pipeline program

• Career-building program in the ETH Domain
• Target group: female doctoral students, postdocs + other young scientists
• Help more women take their scientific careers further & alternatives
• Raise more women in leading positions in science

Main reasons to leave academia
(FLP survey former participants 2007-16, 39 respondents)

• Incompatible with family life
• World-wide mobility
• Lack of opportunities
• Insecure future
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Leaky Pipeline 2019 ETH Domain

- Bachelor Students: 68.1%
- Master Students: 70.1%
- Doctoral Students: 67.2%
- Assistant Prof.: 74.7%
- Professors (full & associate): 85.3%

Source: Gender Monitoring EPFL + ETHZ
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Coaching

• 6 groups at ETH Zurich & EPFL
• 8 participants per group
• 1 professional coach
• 5 coaching sessions (5 x ½ day)
• Participation in all 5 sessions
• Fee: 250 CHF for all sessions
• Optionally, an extra individual follow-up coaching session (50 CHF)

Courses

• 8 courses at ETH Zurich & EPFL
• Interviewing, Leadership, Self-Marketing, Career planning, Networking, Power Games, Emotional Intelligence, Academic Mobility
• 12 participants / 1 trainer
• 1-2 days, April - December 2021
• Fee: 1 day course 80 CHF
  2 day course 150 CHF

Please check start of registration on the website!
Who will pay the invoice? Yourself or your employer. For cancellations latest one week before the start of the course or coaching group and in case of illness or force majeure, the participants will be reimbursed.

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One-to-one Mentoring

- More experienced person (mentor from academia or industry) – less experienced person (mentee)
- For doctoral students (3rd year and above) and postdocs
- Application closed, 50 mentees
- 1 year

Peer Mentoring

- Group of persons (peers) constitute themselves as group
- 2-5 senior mentors (from academia or industry) assist the group selectively
- For doctoral students and postdocs
- Set a career-relevant topic on which the group wants to work
- Group organises workshops with trainers
- Budget of CHF 5000
- 1 year
- Deadline 30.04.21
Individual Coaching Session new offering (as a pilot)

- One hour session with one of the coaches of the FLP programme at a reduced fee (CHF 50)
- Target group: course participants & mentees in one-to-one mentoring
- The offer will be advertised with the sending of the evaluation sheets of the courses, and in case of the one-to-one mentees with the sending of the invitation to the kick-off meeting
Questions?

For those who are interested in establishing / joining a FLP Peer Mentoring group: Please register your name and interest here:

https://docs.google.com/spreadsheets/d/1qAEwJJn7QNDIAJsehjFgYcGHgdnAHLFjH399PcU4I/edit#gid=0