 réseau romand de  
mentoring pour femmes

## CONNECT

Connecting Women's Careers  
in Academia and Industry

Fix the leaky  
pipeline!

A career-building program  
for women in science

ETH Domain's  
Group of Equal  
Opportunities for  
Women & Men

REGARD<sup>o</sup>

ateliers pour l'égalité dans  
les carrières académiques

Info event: 5 career building programs for  
female researcher in Switzerland  
May 28, 2024  
University of Zurich and online

*fem*inno

# REGARD – TRANSVERSAL SKILLS WORKSHOP PROGRAM FOR WOMEN RESEARCHERS

MANUELA SCHICKA

COORDINATOR OF THE RRM AND THE WORKSHOP PROGRAM REGARD

University of Fribourg

## DESCRIPTION

- Collaboration of Equal opportunity offices of the universities of Fribourg, Geneva, Lausanne, Neuchâtel, EPFL and HES-SO
- Workshops on academic career management:
  - Academic career planning
  - Research project management
  - Communication tools
  - Personal development
- Place for discussion and exchange with other female researcher

## TARGET GROUP

- Assistants
- PhD candidates
- Post-docs
- Senior researcher
- Professors
- Since 2021: some workshops also for men

## ADDITIONAL INFORMATION

- Registration opens 6 weeks before workshop date
- Participation free of charge, but cancellation fee (if cancelled less than 7 days before workshop without valid reason)
- Also open for researcher from other institution (CHF250, priority is given to researcher from partner institutions)
- More information: <https://www.unifr.ch/regard/en/> or [manuela.schicka@unifr.ch](mailto:manuela.schicka@unifr.ch)

# PROGRAMME PROGRAM 2024

**INCLUSIVE LEADERSHIP**  
Marie-Paule Haefliger, psychologist FSP, coach and consultant  
9 February, 9am-4pm, UNINE  
Registration starts 5 January

**PROJECT MANAGEMENT FOR SUCCESSFUL RESEARCHERS**  
Dr. Carine Galli Marxer, project manager and trainer  
22 & 23 February, 8.45am-5.15pm, UNIFR  
Registration starts 11 January

**PUBLIC SPEAKING IN ENGLISH FOR RESEARCHERS**  
Dr. Carmen Delgado, Lecturer, Andrew Hart, Language Center, UNIFR  
11 March, 9.15am-5pm, UNIFR  
Registration starts 29 January

**EMOTIONAL INTELLIGENCE: WHY IT MATTERS**  
Silke Mischke, cognitive psychologist and executive coach  
15 & 27 March, 9am-1pm, EPFL  
Registration starts 2 February

**PUSHING BACK AGAINST EVERYDAY SEXISM**  
Joelwyn de Lima, pedagogical advisor, EPFL  
21 March, 9.15am-5pm UNIGE  
Registration starts 8 February

**ALLY TRAINING FOR MEN TO STAND UP AGAINST DISCRIMINATION, SEXISM AND BIAS**  
Bettina Palazzo, expert in ethical leadership  
11 April, 10am-5pm, UNIL  
Registration starts 29 February

**RECONNAÎTRE ET AFFIRMER SES POTENTIELS**  
Molira Salvadore, psychologue du travail et formatrice,  
26 avril, 9h15-17h, UNIGE  
Inscription dès le 15 mars

**THE RESEARCH PROPOSAL: HOW TO CONVINCE EVALUATORS TO FUND YOUR RESEARCH FOCUS SNSF**  
Susanne Matuschek, coach and consultant  
2 May, 10am-4pm, ONLINE  
Registration starts 21 March

**PITCHING MYSELF FOR INDUSTRY: MY STRATEGY FOR SUCCESS**  
Romaine Johnstone, coach facilitator and trainer  
22 May, 9am-5pm, HES-SO Lausanne  
Registration starts 10 April

**SE PRÉPARER À UNE LEÇON D'ÉPREUVE**  
Dre Mallory Schaub, responsable du Pôle de Soutien à l'Enseignement et l'Apprentissage  
28 mai, 9h15-17h, UNIGE  
Inscription dès le 16 avril

**HOW TO NEGOTIATE: TECHNIQUES AND STRATEGIES**  
Dagmar Engler, coach and expert in career development  
3 June, 9am-4pm, ONLINE  
Registration starts 22 April

**DESIGN YOUR FUTURE: HOW DO YOU MAKE PROFESSIONAL CHOICES?**  
Afi Sika Kuzeawu, certified systemic coach  
3 & 10 September, 9am-5pm, EPFL  
Registration starts 23 July

**MÉDIATION ET RÉGULATION DE CONFLITS**  
Marie-Paule Haefliger, psychologue FSP, coach et formatrice  
20 septembre, 12h30-17h, UNIFR  
Inscription dès le 9 août

**WRITING AND PUBLISHING IN ACADEMIA**  
Dr. Sarah Stauffer, psychologist FSP and scientific editor  
27 September, 9am-5pm, EPFL  
Registration starts 16 August

**L'ART D'ENGAGER UNE AUDIENCE**  
Samuel Lagier, formateur et coach  
30 septembre, 9h-17h, UNINE  
Inscription dès le 19 août

**SELF-EMPOWERMENT: DISCOVER HOW TO BUILD YOUR POWER TO ACT**  
Nir Zalts, expert for leadership and professional development  
3 & 4 October, 9am-5pm, EPFL  
Follow-up 8 November, 9am-1pm, EPFL  
Registration starts 22 August

**COMMUNICATION ET VISIBILITÉ SUR LES RÉSEAUX SOCIAUX**  
Virginie Pilault, formatrice, spécialiste en communication, ex-journaliste RTS  
11 octobre, 9h-17h, UNIL  
Inscription dès le 30 août

**VULGARISER ET PARLER AUX MÉDIAS**  
Virginie Pilault, formatrice, spécialiste en communication, ex-journaliste RTS  
24 octobre, 9h-17h, UNIL  
25 octobre, 9h-12h30, UNIL  
Inscription dès le 12 septembre

**THE RESEARCH PROPOSAL: HOW TO CONVINCE EVALUATORS TO FUND YOUR HORIZON EUROPE RESEARCH PROJECT**  
Dr. Jennifer McClung, psychologist and biologist, Euresearch  
30 October, 9.15am-5pm, UNIGE  
Registration starts 18 September

**VISER L'ÉQUILIBRE: VISER UNE GESTION CONSCIENTE DU TEMPS ET DE L'ÉQUILIBRE**  
Marie-Paule Haefliger, psychologue FSP, coach et formatrice  
15 novembre, 9h15-17h, UNINE  
suivi individuel 29.11. ou à convenir  
Inscription dès le 4 octobre

**PITCHING MYSELF FOR INDUSTRY: HONING MY APPLICATION SKILLS**  
Romaine Johnstone, coach facilitator and trainer  
25 November, 9am-5pm, ONLINE  
Registration starts 14 October

**COMMENT MONTER UNE ÉQUIPE DE RECHERCHE**  
Brigitte Guichard, psychologue FSP, formatrice et consultante  
2 décembre, 9h-17h, UNIL  
Inscription dès le 21 octobre

## LEGENDE LÉGENDE

-  **DOC**  
doctorant-e-s  
PhD candidates
-  **POSTDOC**  
corps interm. académique  
Intermediate academic staff
-  **PROF**  
professeur-e-s  
professors
-  **COMMUNICATION**  
COMMUNICATION
-  **DÉVELOPPEMENT PERSONNEL**  
PERSONAL DEVELOPMENT
-  **CARRIÈRE**  
CAREER
-  **GESTION DE PROJET**  
PROJECT MANAGEMENT
-  **PUBLIC MIXTE**  
GENDER MIXED AUDIENCE
-  **ATELIER POUR HOMMES**  
WORKSHOP FOR MEN
-  **ATELIER POUR FEMMES**  
WORKSHOP FOR WOMEN

# THE RÉSEAU ROMAND DE MENTORING POUR FEMMES – A MENTORING PROGRAM TO SUPPORT WOMEN IN ACADEMIA

MANUELA SCHICKA

COORDINATOR OF THE RRM AND THE WORKSHOP PROGRAM REGARD

University of Fribourg

## DESCRIPTION

- Mentoring program for women who want to pursue an academic career
- Corporation between the Equal opportunities' offices at the Universities of Geneva, Lausanne, EPFL, Neuchâtel and Fribourg
- Also financed by the SNFS
- Exists since 2000
- More than 280 mentees took already part



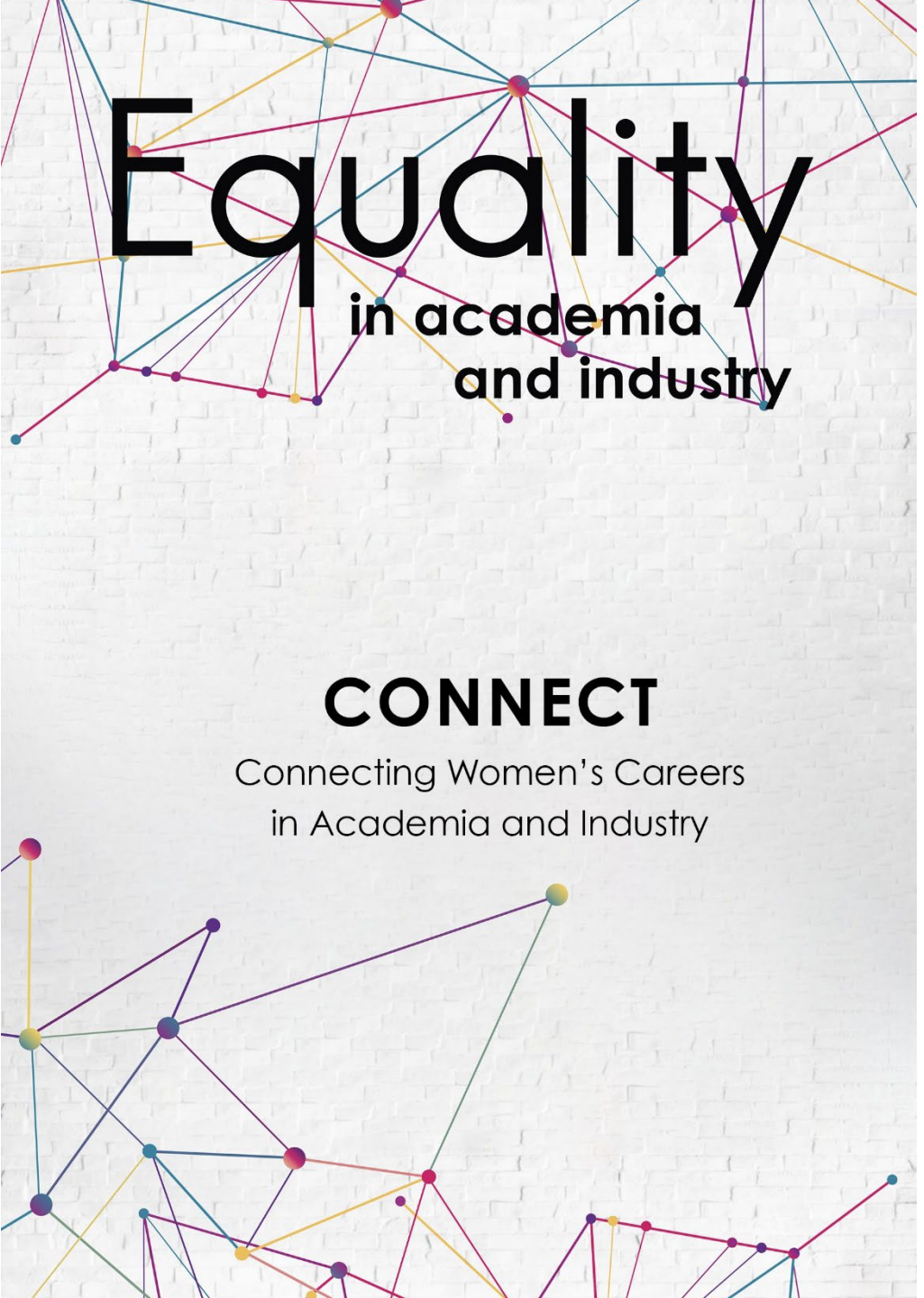
- Program length: 18 months
- One-to-one mentoring with an experienced professor
- 4 group meetings for mentees with workshops
- New: financial support for individual coaching

## TARGET GROUP AND SELECTION CRITERIA

- Women advanced in their PhD or post-doc, senior researcher
- Affiliated to partner university
- Candidates...
- Must show motivation to pursue an academic career
- Should already have undertaken some steps to achieve objectives
- Should be open minded

## ADDITIONAL INFORMATION

- 12<sup>th</sup> edition from April 2023 – December 2024
- 13<sup>th</sup> edition: application process starts beginning 2025
- Participation is free of charge
- More information: <https://www.unifr.ch/f-mentoring/en/> or [manuela.schicka@unifr.ch](mailto:manuela.schicka@unifr.ch)



# Equality

in academia  
and industry

## CONNECT

Connecting Women's Careers  
in Academia and Industry

*"A lot of myths about the industry  
were dispelled."*

**Aim:**

- Links academia with industry and public sector in a unique way
- Provides insights into non-academic career paths
- Lets you interact with inspiring role models
- Motivates you to reflect on your career
- Provides advice on and behind-the-scenes insight into application process
- Offers a supportive and encouraging network of women in the same situation as you

# CONNECT – Project Partners

## Academia:

**eawag**  
aquatic research

**EPFL**

**ETH zürich**

**PlanetS**



**Universität  
Zürich** UZH



**Empa**

Materials Science and Technology

PAUL SCHERRER INSTITUT



## Industry/Public Sector:

**logitech**

**S E F A R**  
■ ■ ■ ■



**Siegfried**



Schweizerische Eidgenossenschaft  
Confédération suisse  
Confederazione Svizzera  
Confederaziun svizra

Federal Department of the Environment,  
Transport, Energy and Communications  
**DETEC**

**BAIN**  
& COMPANY



*«Actually having access to those working in industry and being able to ask them questions, allowing for better understanding of the types of positions, work, benefits, and detriments of working in industry.»*

# CONNECT – Program Structure

- **CV-preparation** (online tutorial)
- **Kick-off Workshop**
  - Reflecting current situation and career options
  - Communicating skills & experience
- **Meeting role models at partner sites**
  - Hear inspiring career stories
  - Interact with HR professionals and get insights into recruiting process
  - See site and feel company culture
- **Closing event**
  - Reflect on CONNECT journey
  - More inspiration
  - First success stories
- Be part of a **supportive & encouraging network**



# CONNECT – Next Steps

- **Interested in a non-academic career?**
- Apply until **June 14th**
  - Online form
  - CV (max. 2 pages)
  - Motivation letter (max. 1 page)
- Review and selection by neutral committee:  
Evaluation criteria are mainly motivation, expectations and interest in the program
- mid-July: Participants are informed about results of selection process
- Sept 2024 - Mar 2025: CONNECT Round 6



# CONNECT – Overview

<b>Target audience</b>	Female PhD students in 3 <sup>rd</sup> or 4 <sup>th</sup> year, female postdoc candidates
<b>For participants from which Institution</b>	ETH Domain (ETHZ, EPFL, PSI, Eawag, Empa, WSL), University of Zurich, and NCCR PlanetS)
<b>Offerings</b>	A series 7-8 one-day workshops, focusing on career development/planning, CV preparation; career opportunities, meeting/exchange with role models at company sites, between Sept 2024 and Mar 2025
<b>Costs</b>	CHF 450, plus CHF 750 covered by your institution
<b>Deadlines</b>	Call 6 open until <b>June 14th</b> , start in September 2024 Apply on: <a href="https://connect-women.ch">Application (connect-women.ch)</a>
<b>Special conditions</b>	Employment contract during time span of the program with one of the academic institutions.

*«The networking aspects both between the participants as well as between the role-models from the companies are excellent. Furthermore the general structure of first having a coaching session, then visiting the companies and finishing with all together is a nice and round concept.»*





Dr. Daniela Gunz  
feminno project coordinator

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[www.feminno.ch](http://www.feminno.ch)

Follow us on LinkedIn: <https://www.linkedin.com/company/feminno>



*feminno* – female  
innovation and career  
development in  
Sciences

Guide for applicants



## Zurich-Basel Plant Science Center

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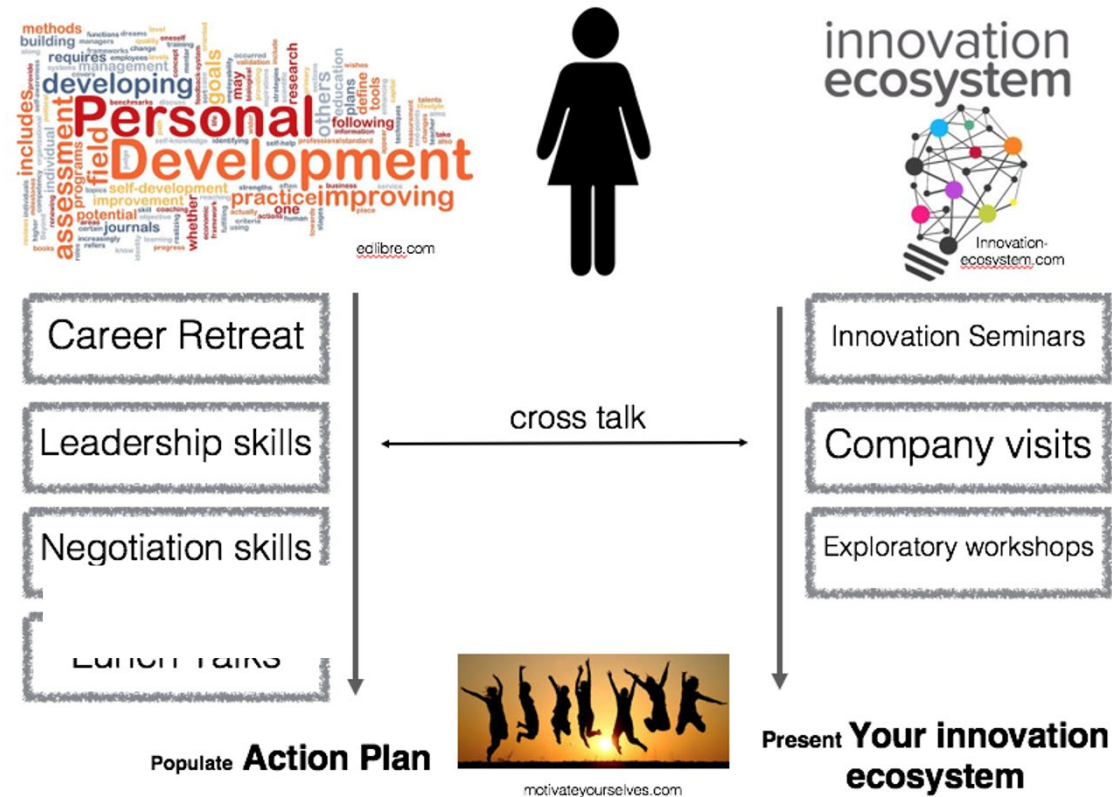
### feminno program – female innovation and career development in sciences

- **Started in 2018**, completed **7 rounds** to date (app. 130 women)
- **Call 8 starts in Sept. 2024**
- For **female scientist or alumna from a Swiss University, ETH or UAS**
  - interested in innovation and personal development
  - interested in career opportunities, especially in Switzerland, at the interface between research, innovation and industry
  - wanting to develop ideas into an innovation, generating a new technology, product or service either in cooperation with an enterprise or as a start-up
- Coordinated by the **Zurich-Basel Plant Science Center** and supported by
  - Career Services
  - Offices for Gender Equality and Diversity
  - Graduate Campus of University of Zurich
  - Life Sciences of ETH Zurich and University of Zurich
  - Faculties of Medicine and Sciences of UZH
  - Dept. of Environmental System Sciences at ETH Zurich



### Course Program - Dates

- **Career retreat:** Three full day sessions: 24-26 September 2024
- **Innovation Workshop:** Create a Business Model Canvas; Two full day sessions: 16-17 October 2024
- **Innovation seminars:** Two full day sessions on IP, fundraising, pitching and value-based design of a start-up: November 2024 (*Dates to be confirmed*)
- **Negotiation skills for conflict situations, business deals:** Two full day sessions: January 2025 (*Dates to be confirmed*)
- **Company visits:** 1-2 (virtual) visits: Dec 2024–February 2025
- **Closing event** with the feminno community. Presentations, Networking, Celebration: Early March 2025
- **Application window opens in early June 2024** – see here: <https://blogs.ethz.ch/feminno/application/>





## Zurich-Basel Plant Science Center

### This program **IS** for you

- You are a female PhD student (best in years 3-5), postdoc, researcher, lecturer, alumna in life science, natural sciences, tech, IT, social sciences (and related fields in health, medicine, ecology etc.) enrolled in a Swiss university or university of applied sciences
- You have an idea for a start-up, spin-off or industry collaboration that you want to bring forward.
- You want to commit to 10 days of workshop and lectures (*mainly in person and some virtually*) and many hours of self-study in roughly half a year.

### This program **IS NOT** for you

- You are not a female PhD student (best in years 3-5), postdoc, researcher, lecturer, alumna in life science, natural sciences, tech, IT, social sciences (and related fields in health, medicine, ecology etc.) enrolled in a Swiss university or university of applied sciences
- You have no start-up idea and you do not want to become an entrepreneur at all
- You definitively want to go into industry and only need a little support in learning how to apply for such a position.
- You may have already participated (recently) in other similar programs.

# Fix the leaky pipeline!

A career-building program for women in science

ETH Domain's  
Group of Equal  
Opportunities for  
Women & Men

Presentation of five career building  
programmes for female scientists at Swiss  
Universities

## Fix the Leaky Pipeline Programme (FLP)

Daniela Hansen, [daniela.hansen@vppl.ethz.ch](mailto:daniela.hansen@vppl.ethz.ch)

28.05.2024

[www.fix-the-leaky-pipeline.ch](http://www.fix-the-leaky-pipeline.ch)

# Fix the leaky pipeline!

A career-building program for women in science

ETH Domain's  
Group of Equal  
Opportunities for  
Women & Men

## Fix the Leaky Pipeline programme

- Career-building programme in the ETH Domain (ETH Zurich, EPFL, PSI, Empa, Eawag, WSL)
- Target group: female doctoral students, postdocs + other young scientists
- Help female scientists to continue their career in academia and show alternatives in industry
- Raise more women in leading positions in science and industry

28.05.2024

[www.fix-the-leaky-pipeline.ch](http://www.fix-the-leaky-pipeline.ch)

# Fix the leaky pipeline!

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## Networking Events

- Kick-off event:
  - Provide information about the programme
  - Coaches and trainers present their offerings
- Networking event at Uni Bern (2024: 4<sup>th</sup> June 2024)
  - #I am remarkable workshop
  - Panel discussion with role models - female professors / group leaders from ETH Domain

28.05.2024

[www.fix-the-leaky-pipeline.ch](http://www.fix-the-leaky-pipeline.ch)



# Fix the leaky pipeline!

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Women & Men

## 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
- Individual coaching session (50 CHF)

## Courses

- 8 courses at ETH Zurich & EPFL
- Topics: Interviewing, Self-Marketing, Career planning, Networking, Power Games, Emotional Intelligence, Design your Future, Unconscious bias etc.
- Individual coaching session (CHF 50)
- 12 participants / 1 trainer
- 1-2 days, March - December 2024
- Fee: 1 day course 80 CHF  
2 day course 150 CHF

**Please check start of registration on the website!**

28.05.2024

[www.fix-the-leaky-pipeline.ch](http://www.fix-the-leaky-pipeline.ch)

# Fix the leaky pipeline!

A career-building program for women in science

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Women & Men

## Mentoring

### One-to-one Mentoring

- More experienced person (mentor from academia or industry) – less experienced person (mentee)
- For doctoral students (3<sup>rd</sup> year and above) and postdocs
- Individual coaching session CHF 50
- 1 year

**Next application window will open in autumn 2024. Start of mentoring in spring 2025.**

### 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

	Réseau romand de mentoring pour femmes	REGARD	CONNECT	Fix the Leaky Pipeline (FLP)	feminno
<b>Target audience</b>	Female Phd students in last year, post-docs	Female PhD students, post-docs and professors (few workshop also for men)	Female Postdoc candidates, female PhD students at least in the second half of the PhD	Female PhD students, postdocs, other young scientists	Female PhD students, postdocs, other young scientists, researchers, alumnae etc.
<b>For participants from which Institution</b>	All universities in Western Switzerland and EPFL	All universities in Western Switzerland and EPFL, if places available, open for all institutions	ETH Domain (ETHZ, EPFL, PSI, Eawag, Empa, WSL), University of Zurich, NCCR PlanetS	ETH Domain (ETHZ, EPFL, PSI, Eawag, Empa, WSL)	All Swiss Universities, ETH group and affiliates, all Swiss unis of applied sciences, plus alumnae from these universities / UAS
<b>Offerings</b>	One-to-one mentoring, Group meetings with workshops on soft skills, individual coaching (financial contribution), networking with other women in sciences	One- or two-day workshops with (female) experts on career developing	A series of in total 7-8 one-day workshops about career development, CV preparation and at company sites meeting role models from industry as well as universities of applied sciences.	Coaching groups, courses, mentoring (one-to-one + peer), individual coaching, networking events (participation in parts of programme is possible)	feminno bridges academic research career to entrepreneurship and industry career. Innovation workshops and seminars as well as personal development training by career advisers, coaches, innovation experts and executives from life-sciences, tech, consulting enterprises
<b>Costs</b>	Free of charge	Free of charge for participants of the Western Switzerland universities and EPFL, for others CHF250/day	CHF 450 participation fee, plus CHF 750 covered by institution	CHF 50 - 250	CHF 150 for ETH and UZH PhDs, 400 for ETH and UZH postdocs, CHF 800 for other universities and UAS, 2200 CHF for alumnae
<b>Deadlines</b>	Next edition starts in the beginning of 2025	Inscription starts 6 weeks before workshop	Call 6 open until 14 of June, start workshops in September 2024	Different deadlines for each offering	Application for call 8 open will open mid June, deadline for application is July 31. Start in Sept. 2024
<b>Special conditions</b>	Applicants have to be subscribed to one of the institution (PhD students) or being under contract	Some workshops are open only for a specific target group	Employment contract during time span of the program with one of the academic institutions.	Employment contract during time span of offering in ETH Domain	ETH alumnae may get at visitor status at ETH and could profit from a lower fee.