

Women in Universities Mentoring Scheme

Cynllun Mentora'r Prifysgolion i Fenywod



Women in Universities Mentoring Scheme (WUMS)

for Women in Higher Education in Wales

Who is WUMS?



Swansea University
Prifysgol Abertawe



Cardiff
Metropolitan
University

Prifysgol
Metropolitan
Caerdydd



PRIFYSGOL CYMRU
Y Drindod Dewi Sant
UNIVERSITY OF WALES
Trinity Saint David
SWANSEA - ABERTAWE



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Why was WUMS established?

- Advance the participation of women in professional life and add to the diversity of Welsh universities
- Signal the commitment of Welsh HEIs to female staff and the promotion of gender equality
- Enhance mentees' and mentors' development to enable them to reach their full potential and career aspirations
- Encourage female staff to apply for more senior positions
- Retain female members of staff
- Reduce feelings of isolation experiences by women staff working in male dominated environments
- To positively change the culture within Welsh HEIs and to promote gender equality



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Why women only?

Women have noted that their experience result from particular challenges ranging from:

- Feelings of discrimination in the workplace
- Lack of confidence
- Dealing with complexities of work and care
- Coping with male dominated environment
- Lack of clarity regarding career path



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WUMS Current Situation

- Successfully matched 170 pairs since 2008
- Mentors and Mentees from Welsh HE institutions
- Last round of mentoring began in February 2014 with approximately 50 matches



How does the Scheme work?

- Application stage and deadlines
- Matching process and criteria
- Induction and training for mentees and mentors
- Evaluation of matched partnership



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Benefits to the mentees:

- Increased self-confidence, motivation and assertiveness
- Improved research, career development and personal skills
- Critical self-appraisal and career planning
- Enhanced networking opportunities
- Reduced feeling of isolation in male dominated departments
- Access to senior women role models



Benefits – feedback from the survey

“Feeling as though I am actively planning for my career and promotional prospects. Taking time to reflect on achievements...and to get where I want to go”

“Identified areas for skills development, improved skills in completing job applications and better awareness of strengths and weaknesses”

“Clearer focus on where/how I’d like my career to develop”



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Benefits for the mentors:

- Expanded networking opportunities
- Renewed self-confidence and recognition
- Improved relationships with other senior women
- Enhanced interpersonal and people management skills
- Personal satisfaction
- New perspectives
- Improved listening skills
- Feeling of 'giving something back'
- Opportunity to reflect on their own experiences



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Benefits – feedback from the survey

Not just the mentees:

“Development of my confidence and ability to advise others... thinking across and beyond my disciplinary field about how to help others career plan”.

“Makes me look at myself through different eyes. My mentee is very different from me. It also validates that I am capable of making a difference”.

“Confidence. Better listener. Better at not sorting out others problems but helping people to help themselves”.



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Advantages of external mentors:

- Creates networking opportunities
- No preconceptions
- No internal politics
- No power struggles/relationships
- Provides wider horizons
- Mentees have opportunity to learn about a different working environment
- Confidentiality



Benefits to institutions:

- Improved motivation of individual staff
- Better networking opportunities
- Opportunities for collaborative research or projects
- Develop relationships between staff in HEIs in Wales

