



University  
of Glasgow

# Women\* In the School of Humanities Mentoring Programme

Supporting women\* in the School of Humanities  
at undergraduate, postgraduate and staff level

**Contact:** [arts-humanities-mentoring@glasgow.ac.uk](mailto:arts-humanities-mentoring@glasgow.ac.uk)

\*The mentoring programme is aimed at  
all individuals who self-identify as women

**WORLD  
CHANGING  
GLASGOW**



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## 01 AIMS

Starting September 2021, the School of Humanities is running a mentoring scheme for women\*. The scheme is much needed in the light of widespread gender-biases as well as under-representation of women\* in too many subject areas.

### **The Women\*-in-the-School-of-Humanities mentoring scheme aims to:**

- Increase self-confidence and reduce isolation of women\* students and staff members in what is still a male dominated environment;
- Encourage more women\* to continue within their subject area; Provide women\* opportunities to discuss the problems they face;
- Offer women\* informed advice about their personal career development;
- Raise the profile of women\* in the School of Humanities.

If you are a woman\* undergraduate or postgraduate in the School of Humanities, please consider joining the scheme and being assigned a mentor.

### **Mentors can help with:**

- identifying relevant skills and experience that would enhance mentee's employment prospects and finding ways to acquire them;
- identifying vulnerabilities, needs that may require targeted advice or help
- getting and acting on advice concerning publication, applying for graduate programmes, jobs, etc.
- improving the presentation of mentee's CV, application materials in general.
- provide advice on an ad hoc basis with a range of other issues, e.g. problems with colleagues and/or students, etc.

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## 02 HARD FACTS

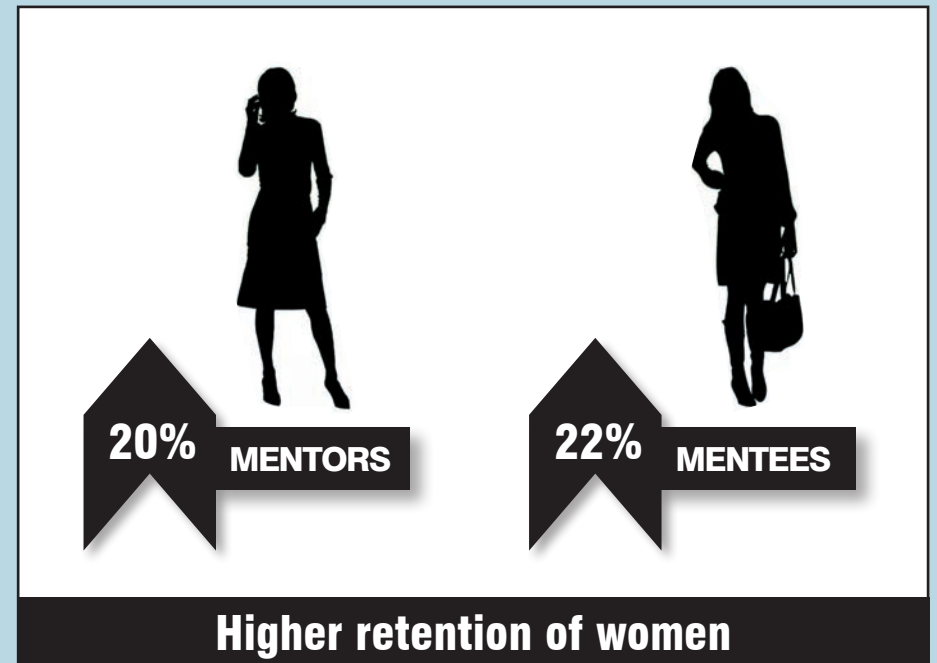
**Women are under-represented in academia.  
For instance, studies indicate that:**

- Women are subject to harsher standards in evaluation, due to stereotyping
- Women need more publications to be seen as equally competent by reviewers.
- Inquiries from prospective women doctoral candidates receive lower responsiveness.
- Identical women/men job candidates are viewed as:
  - less hireable,
  - offered a lower salary,
  - offered less mentoring.

Mentoring is a key mechanism by which women\* can gain valuable skills, advice, perspective, and experience that will help them to realise their potential and develop their academic careers. Studies have shown that women in male-dominated fields often receive far less mentoring than their male colleagues. With this in mind, we have developed a mentoring scheme so that all early-career women\* in philosophy are able to take advantage of the benefits that mentoring has to offer, if they wish to do so.

### Mentoring can improve these statistics!

Statistics on benefits of mentoring programme collected from Oxford Women in Physics, Wise Campaign, New York Times, and Gartner (2006) Mentoring is a key mechanism by which women\* can gain valuable skills, advice, perspective, and experience that will help them to realise their potential and develop their academic careers. With this in mind, we have developed a mentoring scheme so that all early-career women\* in the School of Humanities are able to take advantage of the benefits that mentoring has to offer, if they wish to do so.



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## 03 GET INVOLVED

### Overview of the Mentoring Process



## 04 FAQs

### 1. HOW CAN I BECOME A MENTOR?

Simple! Apply by filling out this short form and emailing it to the Mentoring Coordinator in your Subject.,

### 2. HOW CAN I GET A MENTOR?

Easy! Apply by filling out this short form and emailing it to the Mentoring Coordinator in your Subject.

### 3. CAN I EXPRESS A PREFERENCE FOR MY MENTOR'S GENDER AND/OR RESEARCH INTERESTS?

Yes! We will do our best to accommodate your preferences, subject to availability.

### 4. CAN I CHANGE MENTOR?

Of course! Let's find someone who works for you.



# 05 USEFUL CONTACTS

## SCHOOL OF HUMANITIES COORDINATOR

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