



Fix the leaky pipeline!

A career-building program for women in science



CONNECT
Connecting Women's Careers
in Academia and Industry



INFO EVENT 2021

Want to know more...?

5 career building programs for female scientists at Swiss Universities



Presentation of 5 career building programs for female scientists at Swiss Universities:

- CONNECT – Connecting women’s careers in academia and industry
- Réseau romand de mentoring pour femmes
- REGARD
- feminno
- Fix the Leaky Pipeline (FLP)

Aim: Which program could be most supportive to you in your current situation.



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ETH Domain's
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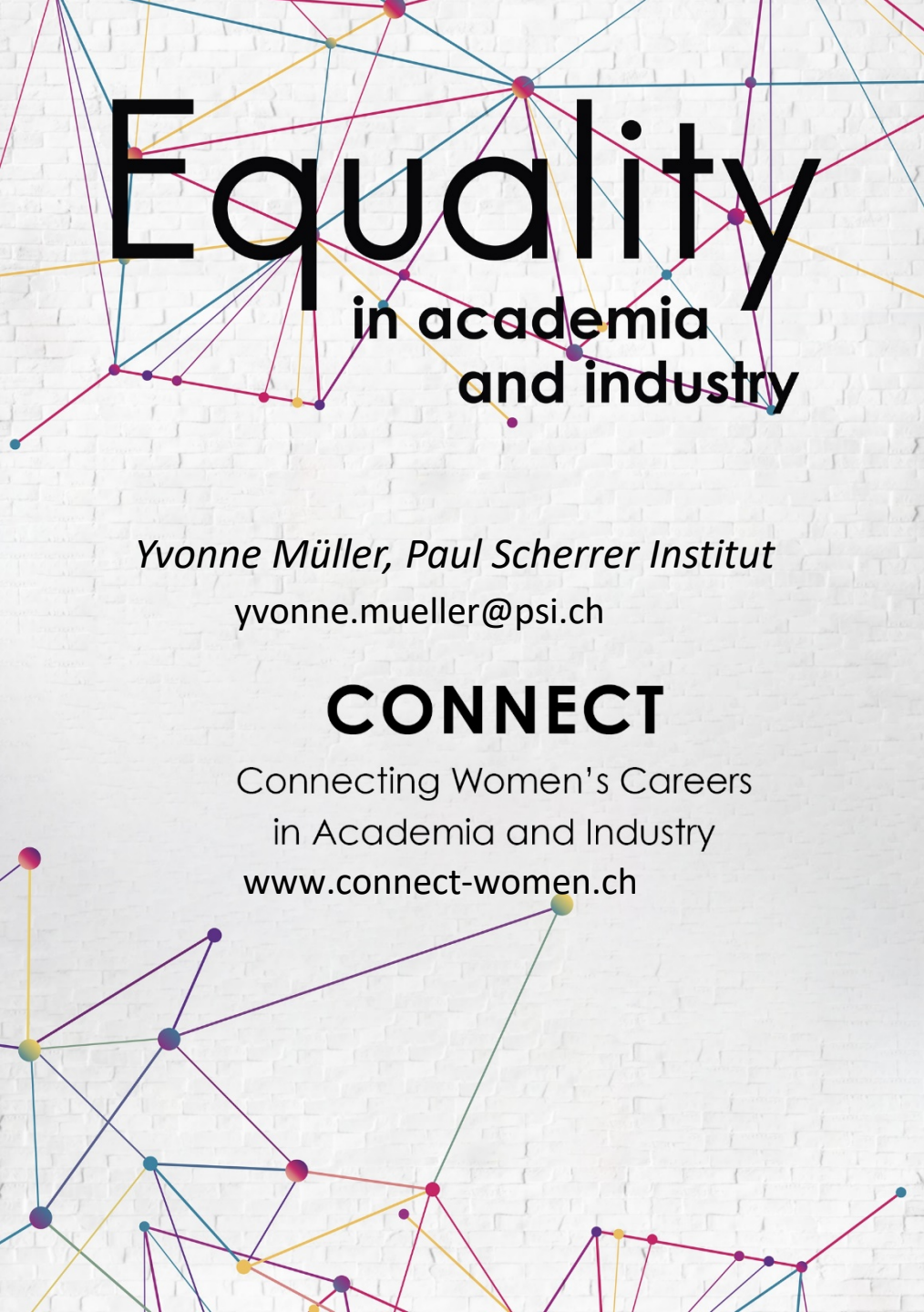
feminno

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REGARD

PROGRAMME D'ATELIERS
WORKSHOP PROGRAM



Equality

in academia
and industry

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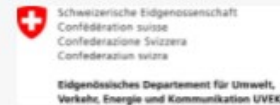
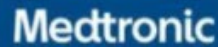
Connecting Women's Careers
in Academia and Industry
www.connect-women.ch

*“A lot of myths about the industry
were dispelled.”*

Aim:

- Links academia and industry in a unique way
- Inspires you by its set-up of project partners, peers and analysis of your vision
- Helps to structure your career planning
- Offers you a network to exchange with role models in industry/public sector
- Offers you insights into different career opportunities and cultures

CONNECT – Project Partners



Schweizerische Eidgenossenschaft
Confédération suisse
Confederazione Svizzera
Confederaziun svizra

«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 – Overview

Target audience	Female Postdoc candidates, female PhD students at least in the second half of the PhD
For participants from which Institution	ETH Domain (ETHZ, EPFL, PSI, Eawag, Empa, WSL), University of Zurich, NCCR Automation
Offerings	A series of in total 6-7 one-day workshops about career development, CV preparation and at company sites meeting role models from industry as well as universities of applied sciences. Workshops are spread over a time of approx. 6 months (first workshop in October 2021, closing workshop in February 2022)
Costs	CHF 400
Deadlines	Call 3 open until 27 of August, start workshops in October 2021. Application form on www.connect-women.ch (CV and motivation letter needed)
Special conditions	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.»



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PROGRAMME D'ATELIERS
WORKSHOP PROGRAM

Réseau romand de mentoring pour femmes

Manuela Schicka
University of Fribourg



Description

- Mentoring program for women who want to pursue an academic career
- Cooperation 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 250 mentees took already part

Offer

- Programm 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

- 11th edition from April 2021 – December 2022
- 12th edition: application process starts beginning 2023
- Participation is free of charge
- More information: <https://www.unifr.ch/f-mentoring/en/> or manuela.schicka@unifr.ch



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REGARD

**PROGRAMME D'ATELIERS
WORKSHOP PROGRAM**

REGARD – transversal skills workshop program for women researchers

MANUELA SCHICKA

UNIVERSITY OF FRIBOURG

REGARD PROGRAMME D'ATELIERS
WORKSHOP PROGRAM

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

APERÇU DES ATELIERS 2021 | WORKSHOP PROGRAMME 2021

Dates	Inscription dès Registration start	Ateliers Workshops	Lieu Location	Animation Trainer	Thème Topic	Public cible Target group	Page
1 st & 26 th February	11 th January	Project management for successful researchers	Online	Carine Galli Marxer			5
16 th February & 20 th October	11 th January	Pitching myself for industry: my roadmap for success	Online, HES-SO	Romaine Johnstone			5
22 février	11 janvier	Academia, ResearchGate, Twitter... : réseaux sociaux et visibilité sur internet	En ligne	Aline Bouchard			6
2 nd March	20 th January	Facilitation techniques for working groups	Online	Siara Isaac			6
16 th & 30 th March	2 nd February	Emotional intelligence: why it matters	Online	Silke Mischke			7
16 avril	5 mars	Se préparer à la leçon d'épreuve	Genève	Mallory Schaub, Prof. Sévane Garibian			7
20 th April	9 th March	Ally training for men: How to stand up against discrimination, sexism, and bias	Online	Bettina Palazzo			8
1 octobre	20 août	Reconnaître et affirmer ses potentiels	Genève	Moïra Salvatore			8
26 avril	15 mars	Savoir négocier: techniques et stratégies	En ligne	Dagmar Engfer			9
6 th May	25 th March	Finding and applying for funding in academia	Online	Susanne Matuschek			9
11 & 24/25 mai	23 mars	Viser l'équilibre: vers une gestion consciente du temps et de l'énergie	Neuchâtel	Marie-Paule Haefliger			10
18 th & 19 th May + 24 th June	6 th April	Self-empowerment: discover how to build your power to act	EPFL	Nir Zalts			10
27 th May	15 th April	Pushing back against everyday sexism	Geneva	Siara Isaac			11
28 th May	16 th April	Writing and publishing in academia	Lausanne	Sarah Stauffer			11
1 st June	20 th April	Increase your assertiveness in institutional power games	Online	Sibyl Schädeli			12
15 juin	4 mai	Comment monter une équipe de recherche ?	Lausanne	Brigitte Guichard			12
17 th June	6 th May	Increase your assertiveness in institutional power games	Online	Sibyl Schädeli			13
14 septembre	3 août	Gestion de conflits – coaching en groupe	Fribourg	Marie-Paule Haefliger			13
17 septembre	6 août	Vulgariser sans bêtifier	Lausanne	Virginie Pilault			14
21 septembre	10 août	Gestion de conflits – coaching en groupe	Fribourg	Marie-Paule Haefliger			13
23 septembre	12 août	Prise de parole – boîte à outils	Neuchâtel	Eva Vokacova Cendors			14
14 th October	2 nd September	Academic mobility and dual career planning	Online	Sarah Blackford			15
11 th November	30 th September	Research budgets: understanding and constructing them	Geneva	Jennifer Mcclung			15
22 novembre	11 octobre	Question de regard? Perception de soi et choix de carrière	HES-SO	Ana María Vidal			16
3 décembre	22 octobre	Devenir professeure, mettre toutes les chances de son côté !	Genève	Mallory Schaub			16

Additional information

Registration opens 6 weeks before workshop date

Participation free of charge, but cancellation fee (if cancelled less than 7days 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



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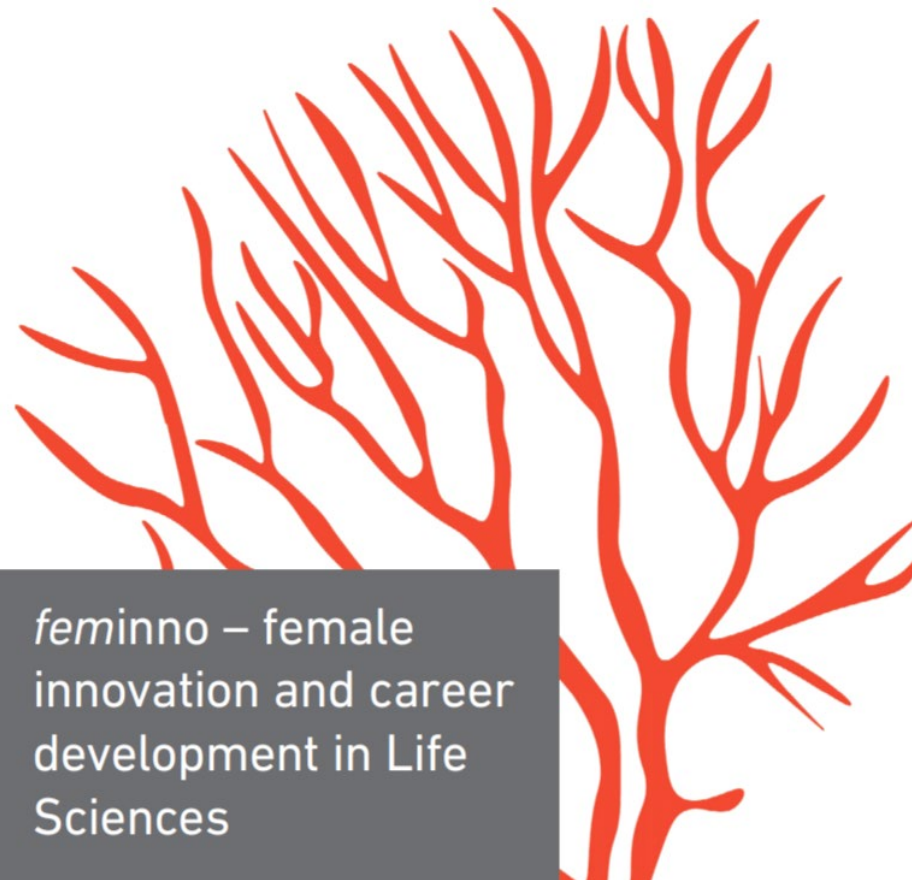
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PROGRAMME D'ATELIERS
WORKSHOP PROGRAM



Zurich-Basel Plant Science Center



feminno – female
innovation and career
development in Life
Sciences

Dr. Daniela Gunz, *feminno* project coordinator, Career Services UZH



Zurich-Basel Plant Science Center

feminno program – female innovation and career development in life sciences

- **Started in 2018**, completed **4 rounds** to date (app. 75 women)
- **Call 5 starts in Sept. 2021**
- For **female scientist or alumna from a Swiss University**
 - 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



Zurich-Basel Plant Science Center

Programme

The programme (call 5) starts in September 2021 and comprises of the following stages

Career retreat

28-30 September 2021, three full day sessions with [Dr Daniela Gunz](#), Career Services, University of Zurich

Innovation seminars

17 November 2021, 1 December 2021, app 6–10 p.m (two more dates in November TBC), four 4-hour evening sessions with [Dr Cornelia Fürstenberger](#), Unitectra; [Professor Carole Claire](#), Unisante, Lausanne; [Michael Kropac](#), seecon; [Dr Verena Lütshg](#), About tomorrow consulting, and others

Training

Innovation Workshop: Create a Business Model Canvas

19-20 October 2021, two full day sessions with [Isabelle Siegrist](#), Sandborn

Negotiation skills for conflict situations, business deals

12-13 Januar 2021, two full day sessions with [Gaby Rockmann](#), Rockmann Consulting

Company visits and exploratory workshops

October 2021–January 2022, three company visits (companies TBC)

Closing event

Presentations, Networking & Celebration: End of Feb 2022

Please note: we try to hold our workshop in person, some seminars may be hold virtually.



Career Retreat in September 2020. Photo taken by D. Gunz.



Zurich-Basel Plant Science Center



innovation ecosystem



- Career Retreat
- Leadership skills
- Negotiation skills

cross talk

- Innovation Seminars
- Company visits
- Exploratory workshops

Populate **Action Plan**



motivateyourselfes.com

Present **Your innovation ecosystem**



Zurich-Basel Plant Science Center

This program **IS** for you

- You are a female PhD student (best in years 3-5), postdoc, alumna in life sciences (and related fields) enrolled in a Swiss university.
- You have an idea for a start-up, spin-off or industry collaboration that you want to bring forward.
- You want to commit to 12 days of workshop and lectures (in person and 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, alumna in life sciences (and related fields) enrolled in a Swiss university.
- You have no clear idea what you would like to do once you finish your PhD, postdoc.
- You only need a little support in learning how to apply for an industry position.
- You may have already participated (recently) in other similar programs.



More information

- www.feminno.ch
- Follow us on LinkedIn: <https://www.linkedin.com/company/feminno>
- daniela.gunz@uzh.ch



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Fix the Leaky Pipeline Programme (FLP)

Daniela Hansen, daniela.hansen@sl.ethz.ch

22.06.2021 Event Online

www.fix-the-leaky-pipeline.ch

ETH zürich

EPFL

PAUL SCHERRER INSTITUT
PSI

 **Empa**
Materials Science and Technology



eawag
aquatic research

 **ETH BOARD**

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Fix the Leaky Pipeline programme

- Career-building programme in the ETH Domain (ETHZ, 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

22.06.2021 Event Online

www.fix-the-leaky-pipeline.ch

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Networking Events

- Annual programme starts with a Kick-off event in March
- Provide information about the programme
- All the coaches and trainers present themselves
- Panel discussion with female professors / group leaders

22.06.2021 Event Online

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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 coaching session (50 CHF)

Courses

- 8 courses at ETH Zurich & EPFL
- Topics: 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!

22.06.2021 Event Online

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Mentoring

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
- 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

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Individual Coaching Session

Individual Coaching Session (new offering)

- 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

22.06.2021 Event Online

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PROGRAMME D'ATELIERS
WORKSHOP PROGRAM

	CONNECT	Réseau romand de mentoring pour femmes	REGARD	feminno	Fix the Leaky Pipeline (FLP)
Target audience	Female Postdoc candidates, female PhD students at least in the second half of the PhD	Female Phd students in last year, post-docs	Female PhD students, post-docs and professors (few workshop also for men)	Female PhD students, postdocs, other young scientists, alumnae	Female PhD students, postdocs, other young scientists
For participants from which Institution	ETH Domain (ETHZ, EPFL, PSI, Eawag, Empa, WSL), University of Zurich, NCCR Automation	All universities in Western Switzerland and EPFL	All universities in Western Switzerland and EPFL, if places available, open for all institutions	All Swiss Universities and affiliates, plus alumnae from these universities	ETH Domain (ETHZ, EPFL, PSI, Eawag, Empa, WSL)
Offerings	A series of in total 6-7 one-day workshops about career development, CV preparation and at company sites meeting role models from industry as well as universities of applied sciences.	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	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-science enterprises	Coaching groups, courses, mentoring (one-to-one + peer), individual coaching, networking events (participation in parts of programme is possible)
Costs	CHF 400	Free of charge	Free of charge for participants of the Western Switzerland universities and EPFL, for others CHF250/day	CHF 150 for ETH and UZH, CHF 800 for other universities, CHF for alumnae	CHF 50 - 250
Deadlines	Call 3 open until 27 of August, start workshops in October 2021.	Next edition starts in the beginning of 2023	Inscription starts 6 weeks before workshop	Call 5 open since June 7, deadline for application is July 30. Start in Sept. 2021	Different deadlines for each offering
Special conditions	Employment contract during time span of the program with one of the academic institutions.	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	ETH alumnae may get at visitor status at ETH and could profit from a lower fee.	Employment contract during time span of offering in ETH Domain
Website	www.connect-women.ch	www.unifr.ch/f-mentoring/en/	www.unifr.ch/regard/en/	www.feminno.ch	www.fix-the-leaky-pipeline.ch
Contact	yvonne.mueller@psi.ch	manuela.schicka@unifr.ch	manuela.schicka@unifr.ch	daniela.gunz@uzh.ch	daniela.hansen@sl.ethz.ch



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Thank you very much for joining!

We are looking forward to receiving your application.

Please, do not hesitate to reach out to us in case of questions.

The slides will be available here: <https://www.connect-women.ch/infoevent2021/>