

Academic Human Resources Development at universities – the contribution of mentoring programmes as instruments of a gender equal Human Resources and Organisational Development strategy.

Abstract

The following contribution describes the institutional integration of gender and diversity management at a technical university with special emphasis on measures and activities in research and teaching aiming at tackling the underrepresentation of women in science and technology.

This article describes the development process and the institutional integration of mentoring programmes within the context of the Human Resources and Organisational Development concept of a university, using the example of the staff unit “Integration Team - Human Resources Gender and Diversity Management” at RWTH Aachen. In order to counteract the leaky pipeline and to strengthen equal opportunities especially at a university with a focus on natural sciences and engineering, RWTH Aachen has set off mentoring programmes for women at different career levels (students, scientists and postdocs) within the concept of an academic Human Resources Development strategy. With the establishment of the scientific unit “Integration Team – Human Resources, Gender and Diversity Management”, RWTH Aachen University is proactively dealing with these issues.