

Mentoring Program Concept for Students in MSc Drug Sciences

Mentoring

In a mentoring program, prospective professionals (mentee) are supported and advised by experienced, usually older persons (mentor) in order to develop both personally and professionally. This requires a trusting and goal-oriented relationship that develops through regular contact over a longer period of time. Life plans, study- and career planning should be at the center of this institutionalized support and counseling program. Mutual goodwill and respect are essential for this.

In addition to the classic one-to-one mentoring, there are also programs in which a group of mentees are supervised by one mentor (some-to-one) or mentees who support each other in their own group (peer-mentoring).

Goal of Mentoring at the Department of Pharmaceutical Sciences

Mentoring is intended to give students in the Master Drug Sciences the opportunity to get answers to their questions about studies, career planning and career entry thanks to the experience and networks of established scientists and professionals. This is what the classic one-to-one mentoring is for.

In this support relationship, the mentor is tasked with sharing his or her experience, knowledge and contacts with the mentee and supporting them in their decisions.

Mentoring in MSc Drug Sciences is based on voluntariness and commitment of the participants. It is not a credit-bearing course. The department merely provides a suitable framework and establishes the initial connection between mentor and mentee. The program management assumes the advisory function vis-à-vis all participants. Intensity, forms of communication, and focus of the mentoring relationship are individually agreed upon by mentor and mentee.

Mentors

Established scientists from the Department of Pharmaceutical Sciences as well as from the pharmaceutical industry act as mentors.

As *educators* mentors can pass on their knowledge and skills as knowledge and experience in response to specific questions posed by the mentees.

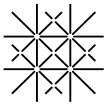
As *coaches*, mentors encourage mentees in their goal orientation, strengthen existing resources and competencies, and encourage mentees to develop independently and personally. They may point out underutilized skills and reinforce students' ideas and initiatives.

As *advisors*, mentors comment on the mentees' thoughts about shaping their lives and studies based on their own background experience, discuss approaches, and debate possible consequences.

As *networkers*, mentors use their contacts to make new social, professional, and technical connections for mentees.

As *professionals*, mentors allow mentees to share in their daily professional lives.

Benefits for mentors: gain coaching experience - develop leadership skills - expand own network - general "broadening of horizons".



Mentees

This offer is aimed at students of the Master's program in Drug Sciences and is voluntary. The three-step registration process includes the following steps: :

- Submission of the registration form
- Submission of a motivation letter, which includes the following considerations:
 - What is my motivation to participate in this mentoring program?
 - How and in what ways can my mentor support me to achieve my goals?
 - What is my role in this mentoring relationship?
 - What can I actively do to make this experience beneficial for me and my mentor?
- Participation in the kick-off meeting

Only after active participation in the kick-off meeting will you be definitively accepted into the program. Early termination is possible after prior consultation with the program management.

Framework program

In addition to the mentoring relationship, the mentoring program is accompanied by a deliberately small supporting program.

An obligatory program item for mentees is the kick-off meeting after the registration deadline. Another fixed program item is the joint closing event (if possible with all those involved in the current round). In addition, mentees can organize further events themselves on topics such as work-life balance, job application, dissertation yes/no, etc., e.g. in the form of exchange of experiences, company visits, shadowing, presentations, workshops, lunches with guests, etc.

Approximate time schedule (it covers approx. 1 year) -> exact deadlines will be published on our [website](#)

Start of lecture series in MSc Drug Sciences: mid-September

3-step registration procedure for mentees:

- Registration via form approx. mid-October
- Submission of the motivation letter approx. mid-October
- Kick-off Meeting for mentees: approx. beginning of November

Matching of mentoring pairs: approx. mid/late December

Start of mentoring: after first contact by mentee

Closing event: at the end of the mentoring year

Program management

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refer to: <https://pharma.unibas.ch/en/education/msc-drug-sciences/mentoring/>