

## The effect of mentorship on career choices and career advancement of doctoral holders

In the current MA project we will investigate what the effects of mentorship are on the sector that doctoral holders work in five years after the PhD. Mentoring offers many far-reaching benefits for mentees as well as for mentors. Mentorship, being a mentor or mentee, could be a way to help scientists to survive in academia. As the career opportunities within academia are scarce and universities are dealing with limited resources, obtaining external funding or personal career grants becomes more important. Mentors could play a valuable role in stimulating researchers to apply for these grants. While the competition is very strong and the success rate rather low, mentors could support their mentees in writing and presenting the grant proposal, in order to increase their chances for funding (Van Arensbergen et al. 2013). In this way we suggest that mentorship could stimulate and speed up the career development of scientists (Van der Weijden et al 2015).

The project is embedded in a survey of doctoral holders, which studies the labor market situation of doctoral holders, the relatedness of the PhD to the current job, the effect of temporary contracts in job choice, and the importance of mentorship in career choice and advancement. The survey sample set includes 1,097 individuals who obtained their PhD from one of four Dutch universities between 2008 and mid-2009.

You will be part of a larger research project that is currently going on and will thus be directly involved in state-of-the-art research. The eventual goal is to turn the project into a scientific publication co-authored by you.

### More information

Inge van der Weijden and Cathelijnn Waaijer will supervise this project. If you are interested in doing this project, or would like to have more information, please contact us:

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### References

- Van der Weijden, I., Belder, R., Van Arensbergen, P. & Van den Besselaar (2015). How do young tenured professors benefit from a mentor? Effects on management, motivation and performance. *Higher Education* 69: 275–287. DOI 10.1007/s10734-014-9774-5
- Van Arensbergen, P., L. Hessels and B. van der Meulen (2013) *Talent Centraal. Ontwikkeling en selectie van wetenschappers in Nederland*. Rathenau Instituut. SciSa 1330, The Hague.