

TRAINING FOR MENTORS

How to Become a Good Mentor?

Day one 5 February 2021

Zoom Meeting link:

<https://zoom.us/j/99996673664?pwd=bWNFNnBEelWRlo1QnhYRWw1cEdLdz09>

9:00-10:00 Aligning Expectations and Guiding Doable Doctoral Work Plan - Prof. Blaženka Kos

How do you design a doable doctoral work plan with a defined timespan? Learn how to set expectations for mentor and mentee to make sure the work plan is feasible.

10:00 -11:00 Seminar for participants – creating a work plan for your own doctoral student including doctorands’ professional development -prof. Blaženka Kos

— individual work and discussion in the group.

Break

11:00 -12:00 Transfer of own experiences - mentoring doctoral students who are collaborators on a scientific research project - prof. Jasna Novak

12:00-13:00 Transfer of own experiences - mentoring doctoral students employed in the industrial sector - Assist. Prof. Andreja Leboš Pavunc

Day Two 12 February 2021

Zoom Meeting link:

<https://us02web.zoom.us/j/89828202783?pwd=TmlZSVVxeTRSRUR0Z29sYi9CelBmQT09>

9:00- 11:00 Exploring Learning, Motivation, and Values of Doctoral Student –prof. Amelia Manuti

Understand key principles of learning and theories of motivation that can help you build a strong mentorship, and even learn more about yourself and values you wish to communicate to doctoral students.

Break

11:00-13:00 Supporting Doctorands’ Professional Development Including Scholarship Applications - prof. Ines Drenjančević

Co-funded by the European Union

Revisit some key ideas about effective communication to introduce your students to writing, presenting and publishing their work. Learn how to write a fair letter of recommendation, and what not to say.

Day Three 19 February 2021

Zoom Meeting

<https://us02web.zoom.us/j/89709410231?pwd=Ukp0Ymo3SU1CMXA4d1JxQ1hHZ2ozZz09>

9:00-11:00 How to empower doctoral students' career self-management skills and employability? - prof. Amelia Manuti.

Learn how to experience PhD as an occasion to experiment with a professional identity, learn how to help students in capitalising this experience in term of professional future, developing skills that could be transferred to other different professional domains especially in a time of great uncertainty and boundaryless careers. Career management skills are therefore the tool that could be shaped and empowered through mentorship to develop core soft skills that are precious for students' employability. More specifically, mentors will be invited to reflect upon the basic dimensions of career management skills that could result from the PhD experience. These dimensions are: personal effectiveness, managing relationships, finding work and accessing learning, managing life and career and understanding the world.

Break

11:00-13:00 Ethical aspects of research – review of EU Charter for Researcher and EU Code of Conduct for Recruitment – prof dr.sc. Ines Drenjančević

<https://euraxess.ec.europa.eu/euraxess/charter-code-researchers>

The European Charter for Researchers is a set of general principles and requirements which specifies the roles, responsibilities and entitlements of researchers as well as of employers and/or funders of researchers; The Code of Conduct for the recruitment of researchers consists of a set of general principles and requirements that should be followed by employers and/or funders when appointing or recruiting researchers.

Day four 26 February 2021

Zoom Meeting

<https://us02web.zoom.us/j/84689749347?pwd=SFxUUcrSGxqMTBRalFGVFNeVB2dz09>

9:00-10:00 How to prepare and fund scientific research project- prof dr.sc. Ines Drenjančević

Idea, proposal, writing, realisation- transfer of personal experience as a grant writer and a grant reviewer-

10:00-11:00 Seminar for participants – grant proposal- review of documentation for applications - prof dr.sc. Ines Drenjančević

Break

11:00-13:00 Handling Tricky Mentoring Situations - all teachers

Learn how to address some of the trickiest situations you might encounter when mentoring doctoral students, from modelling appropriate research ethics. How you might solicit feedback and turn around projects that aren't going as planned (from the mentor's perspective).

This draft is slightly modified according to the workshop: “Building Mentorship Skills for Academic Careers”, The Graduate School, Cornell University, Ithaca, NY, presented at web page:

<https://futurefaculty.cornell.edu/programs/local-programs/building-mentorship-skills-for-an-academic-career/>

TEACHERS INFO



Amelia Manuti, PhD in Psychology of communication, is Assistant Professor in Work and Organizational Psychology. She is teacher in Career Management and Organizational Development, Psychology of Organizational Behavior and Psychology of Marketing. She is member of the Phd Programme in Human Relations where she has supervised 5 students working in her area. Her main research interests refer to the meaning of working in school-to-university and university-to-work transitions, vocational guidance, formal and informal learning, career management and human resource development.

Since 2001 she is member of the European Network of Work and Organizational Psychologists and of the International Association of Applied Psychology. She is also an active member of the Italian Association of Psychology and of Collaborative Knowledge Building Group. Since 2007 she is secretary of the International Association of Applied Psycholinguistics and, since 2020, she is treasurer of the Italian Association of Psychology (section Work and Organizational Psychology).

She has taken part to many national and international research projects in the field of work and organizational psychology. From 2018 to 2020 she has been appointed Delegate for Job Placement from the Rector of the University of Bari who currently invested her with the responsibility for the Strategic Development of the human resources employed as administrative staff. She is also delegate for career guidance and job placement for the Department of Education, Psychology, Communication where she coordinates the activities promoted by the career guidance desk. Currently she is also

Co-funded by the European Union

member of the Scientific Board of the University Center for Life-Long Learning where she coordinates the activities of identification, validation and certification of learning acquired in non-formal and informal contexts.



Prof **Ines Drenjančević, MD, PhD**, tenure track full professor, head of Institute and Dept of Physiology and Immunology, Faculty of Medicine Osijek, University Josip Juraj Strossmayer Osijek, Croatia email: ines.drenjancevic@mefos.hr; mobile +385912241406.

Born in Osijek, Croatia on June 17, 1968. Education: MD degree obtained from Faculty of Medicine University of Zagreb, Croatia in 1993. MSc obtained from postgraduate scientific study in allergology and clinical immunology in 1998, also Faculty of Medicine University of Zagreb, Croatia. PhD degree obtained from the Graduate School of Biomedical Sciences, Medical College of Wisconsin, Milwaukee WI, USA, 2004. in physiology (2000-2004).

Projects: I have been principal investigator or co-researcher in many international scientific or infrastructural projects (TEMPUS, IPA HUHR; Interreg HUHR) and national projects (MZOS; HRZZ, institutional projects). I am the head of the national Scientific Centre of Excellence for Personalized Health Care which is funded by EU infrastructural grant (from 2015). My field of scientific interests: physiology and immunology of cardiovascular system and microcirculation, nutrition, polyunsaturated fatty acids and the metabolites of vascular reactivity.

Mentorship: I have mentored 15 defended PhD and more than 60 final and diploma thesis. At the moment I mentor 3 and co-mentor 3 PhD students.

Awards: In 2017 I have been awarded with Yearly National Scientific Award for Science (biomedical sciences) by Croatian Parliament. In 2020 I have been awarded the Award for the most successful mentor of the Postgraduate Doctoral Study in Biomedicine and Health of Faculty of Medicine Osijek for period 2015/16-2019/2020.

Membership in societies: I am a vice-president of the Croatian Physiological Society and Croatian Hypertension Society and member of The Physiological Society.

My moto is: „Knowledge and love are multiplied by sharing”.

<https://scholar.google.com/citations?user=m6lg7QYAAAAJ&hl=hr&oi=ao>

[https://www.bib.irb.hr/pretraga?w_mentor=1&operators=and|Drenjan%C4%8Devi%C4%87,%20Ines%20\(209603\)|text|author](https://www.bib.irb.hr/pretraga?w_mentor=1&operators=and|Drenjan%C4%8Devi%C4%87,%20Ines%20(209603)|text|author)



Professor Jasna Novak holds MS degree in Biochemical Engineering (2003) and PhD degree in Molecular Biotechnology (2008) from Faculty of Food Technology and Biotechnology, University of Zagreb. Since 2003, she has been employed in the Laboratory of Antibiotic, Enzyme, Probiotic and Starter Culture Technologies. In 2006, she was PhD student at INRA, Paris. In 2011, she received postdoctoral training in microbiology at the University of Helsinki and was a visiting researcher at Institute of Molecular Genetics and Genetic Engineering, University of Belgrade and the Department of Biotechnology, University of Ljubljana in 2014. As an associate, she has participated in 18 projects funded through various national and international agencies and industry. She has supervised 1 PhD thesis and over 30 Master thesis and is currently supervising 4 PhD students. She is visiting as Erasmus teacher at University of Insubria, Varese. Her research interests include applied aspects of the industrially important lactic acid bacteria, in particular certain *Lactobacillus* strains. Furthermore, a significant part of research activities is devoted to the characterization of the molecular factors of the probiotic mode of action- effector molecules and evaluation of the probiotic impact on the intestinal microbiota of the host, a topic in which she published 31 peer-reviewed papers. On two occasions, in 2005 and 2007, she was awarded Biotechnical Foundation Award, and in 2007 she co-authored the technological achievement awarded by the First Prize of Poland's Innovation Union. While in 2017. she was a co-author of the research awarded by a Silver medal at the 5th International Exhibition of Inventions ARCA 2017. She was also the recipient of the Young Scientist "Vera Johanides" Award in 2011.



Prof. Blaženka Kos, PhD graduated in 1992, she received MSc degree in 1996, and PhD in 2001 under the mentorship of prof. Jagoda Šušković, from the Faculty of Food Technology and Biotechnology (FFTb), University of Zagreb. In 1992 she started to work as a junior researcher, and currently holds a position of Full Professor having a tenure at the FFTb University of Zagreb. She was a coordinator of the doctoral study "Biotechnology and Bioprocess Engineering, Food Technology and Nutrition" and mentor of 5 PhD students. Her scientific work is focused on probiotic, prebiotic and starter culture technology, with a special interest in the cell surface proteins, proteolytic enzymes, exopolysaccharides and bacteriocins of lactic acid bacteria. She has taken part in 12 scientific projects and 13 collaborative projects with industrial partners which resulted in development of new

Co-funded by the European Union

biotechnological products and in the publication of scientific papers quoted over 1191 times (h-index 16). She has attended seminars involved in the Research on Lactic Acid Bacteria organized by the Federation of European Microbiological Societies and the Netherlands Society for Microbiology, workshop on Biomass Production and Utilization organized by the International Centre for Theoretical Physics in Trieste, Italy, and Bioprocess Engineering Course organized by the European Federation of Biotechnology and Croatian Biotechnological Society. She was a guest researcher (FEMS fellowship) in the Laboratory of Prof. Francesco Canganella, Department of Agrobiolgy and Agrochemistry, University of Tuscia, Viterbo, Italy. She was awarded the Annual Science Award of the Republic of Croatia (2018) and “Rikard Podhorsky” Annual Award of the Croatian Academy of Engineering (2019).



PhD Andreja Leboš Pavunc was born on January 14th, 1981 in Zagreb. She graduated in 2006, and received her PhD degree in Biotechnology and Bioprocess Engineering at Faculty of Food Technology and Biotechnology, University of Zagreb. Since 2007, she works in Laboratory for Antibiotic, Enzyme, Probiotic and Starter Culture Technology at Faculty of Food Technology and Biotechnology where she is involved in education of students and scientific work on national and international scientific and technological projects. She is assistant professor since 2017 and mentor of 2 PhD students. In 2009 she won the FEMS (Federation of European Microbiological Societies) scholarship for the quarterly specialization in Institut National de la Recherche Agronomique, Unit Génétique Microbienne, Jouy en Josas, France and during that period she work on project „The interaction between the host and its digestive microbiota and related microorganisms“. In 2010, she won award for the best students and young researchers from Biotechnical foundation of the Faculty of Food Technology and Biotechnology. She is secretary of Croatian Microbiological Society and a member of Croatian Society of Biotechnology. So far, she is author or co-author of 25 scientific papers and she actively participated on several national and international scientific congresses and different STEM and service-learning workshops. Her scientific work covers phenotypic and genotypic characterization of lactic acid bacterial strains isolated from autochthonous fermented products for the production of probiotics and functional starter cultures (application of molecular and microbiological methods) and antimicrobial activity with focus to bacteriocinogenic activity.