**heiTRACKS Mentoring Program for postdoctoral researchers: Dates 2026/2027**

*October 2026*

| Date & Location | Content |
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| May, June, July | **Applications possible until June 15, 2026** |
| June - July | **Personal interviews with the program manager** |
| July - September | **Matching phase** |
| September – October | **Briefing for mentors**<br>online, ca. 30 minutes, different dates available<br>Input: Dr. Max Vetter, *program manager heiTRACKS Mentoring* |
| 22.10.2026<br>17:00-19:30 Uhr<br>Alte Aula & Bel Etage, Alte Universität | **Opening ceremony and farewell with current and previous mentees and mentors + reception**<br>Welcoming the new cohort and farewell to the finishing cohort, review on the previous mentoring year, outlook on the coming year, get together with reception in the Bel Etage<br>Guest lecture: "How and why will you remember this day? Answers prompted by my research" by Prof. Dr. Hannah Monyer, *Heidelberg University and dkfz*<br>*Participation for mentees is mandatory* |
| 23.10.2026<br>9:00-16:30 Uhr<br>heiSKILLS Seminarzentrum, Bergheimer Str. 58A | **Kickoff workshop for mentees**<br>Contents: Getting to know each other, role clarification, topics and goals for the mentoring, shaping the mentoring relationship, topics and collaboration in the program<br>Moderated by: Dr. Max Vetter, *program manager heiTRACKS Mentoring*<br>*Participation for mentees is mandatory* |
| 18.11.2026<br>13:00-14:30 Uhr<br>Carolinum, room 235, Seminarstr. 2 | **Networking event #1: How do I get funded? Funding from EU, DFG, the German Federal Government and how the Heidelberg Research Service can support you**<br>At the first networking event, the Heidelberg Research Service will provide an overview of funding opportunities for research projects, |

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| 11:45 Uhr lunch @Triplex Mensa (we meet outside in front of the door) | various third-party funding bodies and programs as well as the services and advice available at Heidelberg University.<br><br>Before we meet for lunch at Triplex Mensa (11:45 Uhr).<br><br>Input: PD Dr. Yvonne Pachmayer, *Heidelberg Research Service* |
| 19.2.2027<br><br>9:00-16:00 Uhr | **Qualification workshop #1: Understanding Power and Micropolitics at Universities – Empowerment for Postdocs**<br><br>Power is not an abstract concept; it is relational, especially in universities. For postdocs, power is as well allocated (contracts, rights, roles), and enacted and negotiated daily: as micropolitics in labs, committees, supervisions, decisions, relationships. Working in presence allows us to do the thing this workshop is about: recognise power in real gestures, in language, in status games and practice responses. This is not a moral workshop about „good vs bad“. I plan it as an empowerment workshop: turning power awareness into a tool of professional (self-)leadership.<br><br>Participants will:<br>• understand the formal power architecture of universities (rules, hierarchies, committees, governance)<br>• recognise informal power (network capital, reputational power, symbolic capital – who gets listened to, who gets ignored, who frames the problem)<br>• expand their repertoire to use power as constructive agency (design power, not domination)<br>• develop strategies to protect themselves and others against power abuse<br><br>Moderated by: PD Dr. Mareike Menne, *Busch & Dr. Menne Hochschulconsulting GbR* |
| April 2027<br><br>9:00-11:00 | **Interim review workshop of the mentoring**<br><br>Moderated by: Dr. Max Vetter, *program manager heiTRACKS Mentoring*<br><br>*Participation for mentees is mandatory* |
| May 2027 | **Networking event #2: Appointment negotiations at Heidelberg University – insights, exchange and experiences**<br><br>This networking event will give you an insight into the discussions and negotiations as well as the dos and don'ts surrounding appointments from the perspective of Heidelberg University's Appointments Service (Human Resources Department). After an introduction, there will be time for your questions and to share your experiences.<br><br>Input: Heike Dollmann, *Head of Berufungsservice at Heidelberg University* |

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| June/July 2027 | **Qualification workshop #2: tbd** |
| October 2027<br>ca. 2 hours | **Concluding workshop**<br>Contents: Review, taking stock, strategies for a continuing mentoring relationship, outlook, evaluation<br>Moderated by: Dr. Max Vetter, *program manager heiTRACKS Mentoring*<br>*Participation for mentees is mandatory* |
| October 2027<br>17:00-19:30 Uhr<br>Senatssaal, Alte Universität | **Farewell and opening ceremony with current and new mentees and mentors**<br>Welcoming the new cohort and farewell to the finishing cohort, review on the previous mentoring year, outlook on the coming year, get together with reception<br>*Participation for mentees is mandatory* |

We welcome all questions, ideas and suggestions under mentoring@uni-heidelberg.de.