

OVERVIEW OF

WAMMS

Women in Applied Mathematics Mentoring Scheme

RWAM, ICMS, JANUARY 2026

HANNAH-MAY D'AMBROSIO
UNIVERSITY OF GLASGOW



Scheme Coordinators



Dr Hannah-May D'Ambrosio
Postdoctoral Researcher
University of Glasgow

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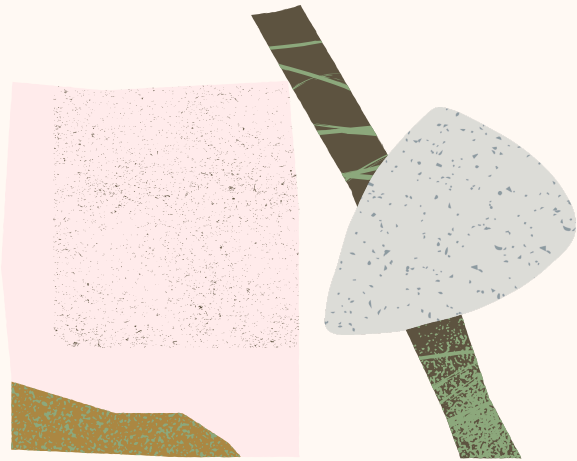


Dr Laura Currie
Assistant Professor
Durham University

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A Brief History of the Scheme

- Idea initially suggested at **RWAM 2023**
- Organisation of scheme taken on by scheme coordinators in Aug 2023
 - Dr Hannah-May D'Ambrosio (Glasgow)
 - Dr Laura Currie (Durham)
- Pairings have grown naturally through RWAM events:
 - **5 pairings** from RWAM 2023 - first meetings occurred between Oct and Dec 2023
 - **17 pairings** after advertising the scheme at RWAM 2024
 - **34 pairings** after mentor recruitment in Nov 2024 to known contacts at 12 universities and advertising at RWAM 2025, with split:
 - 14 x PhD students
 - 12 x ECRs (postdocs, fellows)
 - 10 x lecturers
 - 9 x senior lecturers and readers
 - 5 x Professors
 - 1 x KT manager
- Collected feedback from participants in Aug 2024 & Aug 2025 - more later
- Dec 2025 we were granted funding from LMS Inclusion and Diversity Fund for a website, email domain and networking lunch at BAMC 2026 at UEA



Scheme overview

OUR AIMS AND OBJECTIVES

- Enhance the sense of community amongst women and gender minority applied mathematicians in the UK
- Foster relationships between academics at all career stages
- Encourage a platform for sharing information on all aspects of academic life
- Provide support and mentorship to early career researchers

*FLEXIBLE TO MEET THE NEEDS
OF THE MENTEE*

*PAIRINGS MEET APPROX. ONCE
PER TERM*

*NEW SCHEME, IDEAS/FEEDBACK
ALWAYS WELCOME*

Who's involved?

We have mentors and mentees from **24 different institutions across the UK** as well as participants from Germany and Senegal

INSTITUTIONS

- Birmingham City University
- Durham University
- Cardiff University
- Heriot-Watt University
- Imperial College London
- Innovate UK
- Isaac Newton Institute
- King's College London
- Lancaster University
- London School of Hygiene & Tropical Medicine
- Newcastle University
- University College London
- University of Bath
- University of Birmingham
- University of Cambridge
- University of Dundee
- University of Edinburgh
- University of Glasgow
- University of Manchester
- University of Oxford
- University of Reading
- University of St Andrews
- University of Strathclyde
- University of Warwick

Don't see your institution? [Sign up](#) to add it to the list!

Expectations



MENTORS

- Provide guidance, advice and support for your mentee
- Be your mentee's ally as they progress through their career
- One online meeting per term (approx. 2 hours per year)



MENTEES

- Actively engage in your own professional growth and development
- Be open to feedback
- One online meeting per term (approx. 2 hours per year)



THE SCHEME COORDINATORS

- Foster open lines of communication
- Pair mentees with suitable mentors at the next career stage
- Guide mentors and mentees on how to best use the scheme
- Provide possible topics for discussion and hints/tips

Benefits



MENTORS

- Gain new perspectives
- Increase the sense of community and belonging
- Enhance your leadership skills
- Learn through reflection of your own experiences



MENTEES

- Expand your network and create the possibility of new opportunities
- Personal growth and confidence building
- Personalised feedback
- Enhanced self-awareness

Feedback

WHAT DO SCHEME PARTICIPANTS SAY?

Overall rating:

8.6/10

How they describe their mentor-mentee relationship:

ENGAGING

EXCELLENT

SUPPORTIVE

RELAXING

FRIENDLY

PROFESSIONAL

What they discussed during their meetings:

- CAREER DEVELOPMENT AND PROMOTION
- CV/INTERVIEWS
- FUNDING OPPORTUNITIES
- FAMILY, PARENTHOOD IN ACADEMIA
- WORK-LIFE BALANCE AND GENERAL MOTIVATION
- TIME MANAGEMENT
- CONFERENCES, INTERNSHIPS

What they like most about the scheme:

"SAFETY OF THE ENVIRONMENT THAT ENCOURAGES HONESTY WITH HARD TOPICS"

"THE SENSE OF BELONGING AND BEING SUPPORTED"

"I FEEL LESS ALONE IN TERMS OF MY EXPERIENCES"

"FLEXIBILITY" (REGARDING MEETINGS AND DISCUSSIONS)

"SHARING EXPERIENCES"

"MEETING YOUNGER COLLEAGUES"

"IT'S NICE TO GIVE SOMETHING BACK"

"MAKES ME FEEL USEFUL!"

Room for improvement?

- WEBSITE
- MENTOR/MENTEE COMMUNITY TO SHARE BEST PRACTICES - VIRTUAL FORUM?
- ENCOURAGE MENTEES TO INITIATE OWN MEETINGS AT TIMES

Interested in getting involved?

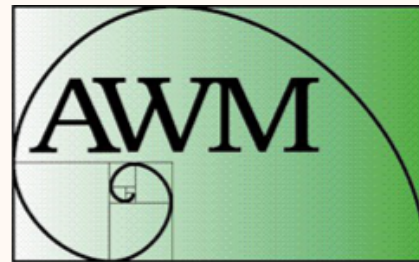
Networking

- RWAM is an excellent place to find a mentor
 - Lots of potential mentors
 - Finding the right one – typically allocated a mentor at the 'next' career stage
- Come along to our networking lunch sponsored by LMS at the BAMC 2026 in UEA

Similar schemes (some may be of interest):



EUROPEAN WOMEN IN MATHEMATICS (EWM) MENTORING PROGRAMME (ACADEMIA FOCUSED)



Association for Women in Mathematics

ASSOCIATION FOR WOMEN IN MATHEMATICS (AWM) MENTOR NETWORK (STUDENT FOCUSED)



MENTORING CHARITY FOR WOMEN IN STEM IN UK (EARLY CAREER FOCUSED)

Signing Up

- You can sign up as a mentor, a mentee, or both!
- Look out for emails from ICMS where we will distribute our sign-up form after the workshop
- Keep an eye out for an upcoming website and feel free to share the scheme with interested colleagues

Coordinator Needed

We would be very pleased to have a PhD or another ECR on board to help with light administrative tasks – emails/ mailing lists, website development, grant applications, etc.

Informal enquiries may be made to myself (Hannah D'Ambrosio) – hannah-may.dambrosio@glasgow.ac.uk



SUPPORT NETWORK FOR WOMEN AND UNDERREPRESENTED GENDERS IN MATHEMATICS

Going Forward

- Create **new pairings** following RWAM 2026 sign-ups (Feb) and again after BAMC 2026 (summer)
- Continue to **evolve** in response to preferences of the community
 - Creating a *website/forum* with funds from LMS
 - Gather more feedback
- Recruit new coordinator to help with scheme growth
- Consider the best way to extend the scheme beyond the retreat - *ideas?*

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THANK YOU FOR
LISTENING!

QUESTIONS/
SUGGESTIONS?

