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5.6.6 Does your university as a body have women’s mentoring schemes, in which at least 10% of female students participate?

Good mentoring is critical to a mentee’s career success

https://www.upes.ac.in/blog/academic-excellence/good-mentoring-is-critical-to-a-mentees-career-success?utm_source=chatgpt.com

The transition from school to university is a life-changing experience for young adults, as it involves many challenges. First-year students have to manage their new study schedules, build social networks and friendships, and adjust to the requirements of the university style of learning and teaching. Furthermore, with rapid advancements in globalization, technology, and societal development the demand for a workforce that is responsive to complex problems that are often systemic and require innovative solutions.

Therefore, educational institutions should understand that mentoring is an integral part of young adults’ understanding of leadership and assists first-year students in adapting from school to university culture. These programmatic interventions have diverse content (seminars, workshops, necessary resources, and research material) and are structured quite differently.

Role of mentorship in academic excellence

Mentorship programs guide students to proactively direct learning in higher education by inculcating effective study habits, offering a supportive and collaborative environment for good teaching, learning, research, innovation, and ideation. These programs help students to develop into more

confident, self-directed independent learners. Mentors help mentees apply knowledge gained in classrooms to everyday life and translate life experiences into learning opportunities. Mentoring initiatives improve academic skills by helping students with school projects and encouraging the use of libraries and other research materials available. By providing information, guidance, and encouragement, mentors play an important role in nurturing students' college aspirations, helping them prepare for the professional world and advising them on how to make successful transitions from high school to their first year on campus. In addition, students feel more connected and engaged on college grounds, which can ultimately improve their results.

Further, mentors provide students with the emotional and psychological support needed to advance their careers and succeed. Structuring mentoring framework imparts advanced education to develop students into research scholars, policymakers, and public and private sector professionals involved in the complex globalized economies of the 21st century.

Enhanced mentoring also serves as a personal enhancement strategy through which one person facilitates the development of another by sharing known resources, ideas, learning, expertise, values, skills, perspectives, attitudes, and proficiencies, and professional competence. It allows the learner to build skills and knowledge while increasing their career prospects.

Mentor-mentee relationship

Outcomes of mentoring programs not only depend on the objective of the program but also the relationship between mentor and mentee. Mentor competence and mentee commitment go hand in hand. While the journey of each individual mentor-mentee is unique, each mentoring relationship is built on trust, understanding, respect, and compassion, regardless of where that journey leads.

A mentor is envisioned as someone who is a counsellor, an experienced guide, a trusted ally, a teacher, one who instructs, chides, and assists the students in attaining success. A mentor helps students discover and develop the potential within themselves to succeed in the university and life. An effective mentor is respectful, reliable, patient, trustworthy, and a good listener and communicator.

Developing students' capacities, skills, values, and attitudes is possible through a well-structured mentoring process and learning experience. These frameworks can change a young person's attitudes about school, their perception of academic competence, and motivate them to evolve.

UPES Mentoring Program

UPES has launched a mentoring initiative to encourage interaction, provide guidance to students and enhance their chances of academic success. A mentor will be assigned for every 25 students who will be personally responsible for their personal and professional growth. The Mentoring Program provides lifelong learning and developmental opportunities for the students. The primary objective of the program is to promote students' development in specific areas.

The program mentors first-year students to smoothly transition to a university atmosphere. Second and third-year students gain knowledge about various organisations, learning experiences and lucrative career opportunities. Students also get access to professional networks. Final year students are mentored by professionals who assist them with the transition from university to employment. These professionals are either UPES alumni or industry experts supporting the program.

Objectives of the program:

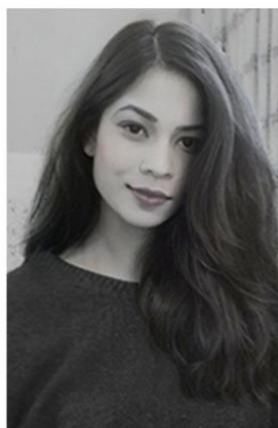
1. Help students in their transition to the university environment and navigate their programs of study.
2. Guide students about the various career opportunities available and support their personal growth.
3. Provide opportunities for students to build academic and social skills and practice professional networking skills.
4. Equip students to make informed decisions.
5. Shape students into confident graduates, with leadership, communication, critical thinking and other skills important for transition into the workplace.

Says Ram K Sharma, Dean, Academics, UPES “The Mentoring System at UPES is designed to help every student transit successfully from the school to the university environment and achieve his/her full academic and personal potential by providing him/her with efficient, effective and timely advice, guidance and support. Mentoring System not only helps students think through their life goals or major professional decisions, but has also been designed to inculcate a sense of belonging in every student. It reaffirms that the university cares for every student and is committed to his/her success and well-being.”

[How Shakti scholarship is empowering girl students at UPES](https://blog.upes.ac.in/these-girls-are-living-their-dream-with-shakti-scholarship/)

<https://blog.upes.ac.in/these-girls-are-living-their-dream-with-shakti-scholarship/>

UPES EDITORIAL TEAM · FEBRUARY 14, 2023



Since 2020, UPES has offered Shakti scholarship to more than 6000 girl students from across India. For academic year 2023, meritorious girl students with more than 60% marks in class 12th are being awarded scholarships of up to 30% in tuition fees

Indian women have made giant strides in all spheres of life, including politics, arts, literature, sports and education, among several others. They are now also being inducted into the combat stream of the armed forces. They have defied patriarchal prejudices, overcome financial hurdles and have fought for their rights to make a name for themselves in their chosen fields. At the UPES campus, too, there are countless stories of girls who have defied several odds to further their education and career.

Lack of financial resources is one of the major reasons that prevent girl students from pursuing higher education and fulfilling their dreams. UPES, through its women empowerment initiative Shakti, has supported several girls in their 'classroom to boardroom' journey. Since 2020, UPES has offered Shakti scholarship to more than 6000 female students from across India. Under the initiative, meritorious girl students with more than 60% marks in class 12th are being awarded scholarships of up to 30% in tuition fees for academic year 2023. The girls, who have availed the scholarships in the past, have nothing but gratitude for the institution and dreams of a great career ahead.

"My father was about to take an education loan for my under graduation. Just when hope seemed to recede, I got to know about the scholarship UPES was offering. I am honoured to have received the Shakti scholarship from UPES. It has not only been an immense financial help for my family, but it has also provided me with the ease of mind to pursue engineering to the best of my abilities. I appreciate the financial support given to me to pursue my educational dreams," says Tisha Goswami from School of Advanced Engineering.

Tanushpreet Kaur from School of Computer Science says, "This scholarship allowed me to primarily focus on my studies, rather than the stress of supporting my education and family. It has been such a relief to receive this scholarship. I am looking forward to attending offline lectures, extracurricular activities, and other opportunities the upcoming semester will bring. I think the initiative Shakti is a great step to motivate girls to pursue higher education and achieve their goals."

Another beneficiary of the Shakti scholarship, Priyanka Soni from UPES School of Advanced Engineering, says, "Most high school pass outs look for financial assistance to pursue their dream career. UPES is one of the few universities that give scholarship to girl students. The Shakti scholarship will help me accomplish my current goals, move on to the next, and eventually become a successful professional."

Khushi Agarwal from School of Computer Science says, "My family is my biggest support system. My parents gave me the freedom to make informed decisions. They constantly motivated me to believe in myself. Fee waiver from UPES allowed me to explore my career path and discover my passion for software and technology. Scholarship from UPES and my family support inspired me to take up this unique specialisation in the Internet of Things (IoT). I am grateful to receive this scholarship."

UPES endeavours to increase the strength of female students in the classrooms and prepare more women leaders across various sectors by offering scholarships reserved exclusively for them. The organisation is committed to creating gender parity and enabling girls to realise their potential.

[How UPES Shakti scholarship is changing lives](https://blog.upes.ac.in/how-upes-shakti-scholarship-is-changing-lives/)

<https://blog.upes.ac.in/how-upes-shakti-scholarship-is-changing-lives/>

EKTA KASHYAP · MARCH 3, 2022



Scholarships for students

Over 5000 scholarships have been announced and offered since the UPES Shakti initiative was launched in 2020. It is a step towards achieving 'Gender Equality Today for a Sustainable Tomorrow'

Yashasvi Tiwari was scrolling through her social media feed when she came across the UPES Shakti scholarship program. "I read about Shakti and realised that this could be the gateway to my higher education. The process was simple. I applied and was able to avail of the scholarship without any hassles," she says.

Yashasvi recounts how the monetary assistance helped her considerably and made it easier for her to achieve her higher education dreams. "The scholarship provided support to my family by taking some load off their shoulders," she says. Currently, she is doing an internship in a Software Development role at Pocket FM, a popular audio streaming platform.

Stressing the importance of educating women, Yashasvi says, "My experiences at the university have helped build my confidence. I think it is crucial to empower young women. It helps us believe that we can do anything that we put our mind to, if we receive the necessary support. So, when you get that opportunity, you must be able to recognise the moment and seize it without delay."

For Deeksha Deepak Kaushik, it was her father who told her about the Shakti scholarship at UPES. She says, "My father has always been my strength. He wanted me to study at the best possible institution. While looking at various universities, he came across UPES and its Shakti scholarship initiative. When he told me about it, I was thrilled and decided to pursue my higher education here."

Shreya Roy Chaudhary was preparing for entrance exams at a coaching centre when she got acquainted with the UPES Shakti scholarship through a webinar. She says, "I was extremely happy to hear that the university was supporting female students. I gave the entrance exam, cleared it, and got the scholarship."

These are a few of the several beneficiaries of the Shakti scholarship at UPES. Through this initiative, the university provides a concession on tuition fees to all girl students for the complete program duration. It is a step towards achieving 'Gender Equality Today for a Sustainable Tomorrow', which was also the theme for this year's International Women's Day.

This year, too, UPES has announced scholarship for meritorious students. The scholarship is applicable for all the students appearing for UPES entrance exams. Around 2000 scholarships will be awarded for the academic year 2022-23. Apart from this merit scholarship, UPES will also be offering an additional domicile scholarship of 33% to all students who are residents of Uttarakhand.

There has been an overall increase of over 18% in female enrolment in higher education from 2015-16 to 2019-2020, according to the All India Survey on Higher Education (AISHE) 2019-20. Even so, of every 100 college graduates in India, only 38 are women. The numbers indicate that the road to parity in education is still long. Lack of financial resources is a major barrier to quality education, especially for female students. Endeavours such as the UPES Shakti scholarship enable young women to complete their higher education and acquire the knowledge and skills to succeed in life.

As a premier institution of higher education, UPES will continue to work towards overcoming the hurdles that prevent girls from enrolling and completing their higher education.

[Creating a level-playing field in education](https://blog.upes.ac.in/creating-a-level-playing-field-in-education/)

<https://blog.upes.ac.in/creating-a-level-playing-field-in-education/> [7]

[BY A CORRESPONDENT](#) · JULY 17, 2020



Women's empowerment has been at the core of all our efforts at UPES. We are proud to be associated with scores of women achievers – our alumni, faculty and even our current students

Women are severely underrepresented in the boardroom and STEM fields. In India, women comprise only 25% of academic faculties, and only 11% of R&D institutions. This inequality is evident even in the rates of graduation. The discrepancy is so pronounced that not only has this been studied by academic, it has also found its way into pop culture: mostly from a position of mirth. However, this is a sign of a deep rot in our [STEM education eco-system and needs to be addressed](#).

One of the many reasons this is happening because there is a systemic bias against women that often begins in the family. A large part of the problem is that women aren't invested in as much as men. In families, because of patriarchal thinking, the boy's career is of higher importance than a girl's. In fact, investment in the future of women and girls could add billions to India's GDP.

A critical aspect of ensuring inclusiveness in our universities is reducing the barriers of entry for women. Given that gender investment gap is significantly high in India, this could be done by incentivising more women to join universities. Financial aid programs and scholarships can go a long way in reducing these systemic challenges. It can encourage more women to be a part of the growth story.

Setting aside the macro level perspective, on an individual level too, this measure can lead to significant gains. In the modern world, it is not just someone's skill that determines success. It is also

confidence. Imagine being in a situation where you find it much harder to convince their parents to invest in your education than your brother. Because many girls are also raised in a way that denies them the right to ambition, the institutional and structural barriers are often enough to break her confidence.

Moreover, the lack of representation of women in STEM fields and upper management acts in cyclical ways. A lot of women feel the lack of strong female role models who can tell them how to navigate the often complex social dynamics in academia and R&D, leading to many women dropping out of the program, convinced that this wasn't for them or that they would never make it to the top. Positive role models and mentors also help in dissipating the passive aggressive energy that many women have reported in male-dominated professions.

At UPES, we take this problem extremely seriously. That is evident in the fact that we have declared the year [2020 as the Year of Women Empowerment](#). In light of this, we designed our initiative Shakti to address many of these concerns. To begin with, as part of Shakti, we are providing a 25% scholarship on tuition fees for the entire course duration to all women. To add to this, we also provide skill-development sessions, leadership development sessions, industry exposure, and close mentorship to women, to ensure that in addition to skills and drive, women also build confidence and have the tools they need to climb up the corporate ladders.



The idea of Shakti is to create an environment that is conducive to the development of women's capacity to shatter the glass ceiling

We also understand that it is not only the women who need to be prepared for an uphill battle. It is also society that needs transformation. To lead this process, we're also conducting gender sensitization workshops with our students and faculty. The [idea of Shakti is to create an environment](#) that is conducive to the development of women's capacity to shatter the glass ceiling. This is how we aim to combat the inequality in education and the upper echelons of management and research, and create a more equal society. To find out more about Shakti, visit upesforshakti.upes.org.

[More 'Shakti' to all girl students with 25% scholarship](#)

<https://blog.upes.ac.in/more-shakti-to-all-girl-students-with-25-scholarship/> [9]

BY A CORRESPONDENT · MAY 17, 2020



UPES launched the 'Shakti' initiative to accelerate women's journey from the classroom to the boardroom

Education is the most suitable tool to empower an individual in making their mark. It enables them to pursue a career of their choice, gives them business skills, develops their personality, and gives them a voice of their own. Today, when patriarchal mindset, gender stereotyping, and a lack of financial support are restraining women from pursuing higher education, it becomes imperative to foster an environment that identifies and hones the Shakti of each woman and encourages them to lead and inspire others as well.

UPES launched the 'Shakti' initiative to accelerate women's journey from the classroom to the boardroom. Furthermore, we strive to identify and hone the Shakti of a woman enabling her to work towards her ambitions, lead workforces, cultivate a no-glass-ceiling mindset, and contribute to the growth of the nation. To achieve this, girl students enrolling from the academic year 2020 will receive a 25% scholarship on the tuition fees. The scholarship will apply to the entire program duration for all undergraduate and postgraduate students.

Students also benefit from a cutting-edge learning management system, Engineering+, Coursera, advanced labs, learned faculty, international exposure, and top-notch recruiters. With over 150 specializations taught in eight schools, students can easily opt for the course of their choice.

Beyond the scholarship, UPES has been working towards empowering women of all age groups through its CSR wing. It has undertaken several initiatives that help women focus on their development through formal education, skill training, and personality grooming. The Shakti program – part of the Shakti initiative – trains women in adaptive skills, business and professional communication, emotional intelligence, and team management. Five modules, each meticulously designed for holistic development, cover areas of personal assessment, leadership training, and personal branding. A few of the Shakti graduates are Surabhi Sharma (IndiGo), Rashika Srivastava (Rcube Healthcare), Shivangi Jain (Empeeps), Monika Sharma (School of Engineering), Yukti Mahi Bawa (School of Law), and Shubhangi Verma (School of Business).

UPES has declared 2020 as the 'Year of Women Empowerment.' We are committed to providing world-class, industry-ready education and an inclusive social and academic environment that inspires girls to strive for their ambitions, lead by example, and break the glass ceiling. To know more about the programmes and admissions for 2020, visit upes.ac.in

[Preparing girl students for 'New Collar Jobs' in STEM](https://blog.upes.ac.in/preparing-girl-students-for-new-collar-jobs-in-stem/)

<https://blog.upes.ac.in/preparing-girl-students-for-new-collar-jobs-in-stem/>

EKTA KASHYAP · MARCH 24, 2020

UPES under its 'Shakti' initiative, offers 25% scholarship on tuition fees for all girl students for the complete program duration

'She is a woman. Oh! She can't excel in science or mathematics. That is a male-only domain.' Such vicious stereotypes held women back from making progress for years. Though India was among the first countries in the sub-continent to get a woman Prime Minister way back in the 1960s, there was a dearth of women in a vast number of sectors, especially in Science, Technology, Engineering and Mathematics or STEM.



However, the time, when women used to be at the receiving end of the gender bias, is over. Across the world, we are seeing pro-women legislations and judicial interventions that are strengthening the feminist narrative.

Consider the defence sector, for instance. Women began working in the army as nurses and doctors. Over the years, they started venturing into more technical fields and are now entering regiments that were earlier considered completely 'male bastions'. Today, we have some of the best women engineers and scientists in Defence Research and Development Organisation (DRDO) and Hindustan Aeronautics Limited (HAL), making a mark in aerospace.

Turning the pages of India's history, one would find women scientists and mathematicians such as Rukhmabai, India's first practising lady doctor, (1894), Janaki Ammal, Masters in Botany, (1925), Asima Chatterjee, Doctorate in Organic Chemistry, (1944), Kamla Sohnie, Doctorate in Biochemistry, (1939), and, Rajeshwari Chatterji, Degree in Engineering, (1943). Nonetheless, even today, only 14.3% of science researchers in India are women as per a report published by the World Economic Forum.

While in school, we often hear female students outshining their male counterparts. However, reports reveal that women leave STEM disciplines in disproportionate numbers during their higher education studies, in their transition to the world of work and even in their career cycle. Reasons include the double burden syndrome or the increased burden of household and family responsibilities on women and the lack of quality education necessary at the right age.

UPES has declared 2020 as the Year of Women's Empowerment

The big question thus remains: how does one retain female students in STEM? By creating opportunity and then enabling women to access that opportunity for a fair and justified representation of women in STEM. Government, Corporates and Academic Institutions are working in their own capacity and power towards the empowerment of women.

UPES has declared 2020 as the Year of Women Empowerment. The University, under its 'Shakti' initiative, offers 25% scholarship on tuition fees for all girl students for the complete program duration. Additionally, there are special masterclasses/training sessions for their existing girl students, thereby preparing the woman workforce of the future. There is also a women leadership training program for UPES internal faculty and staff. Plans are afoot to extend it to other universities/corporates. UPES has also been running several women-centric CSR programs and intends to scale up its efforts in the year ahead.

When we talk about building human-friendly solutions, the 'human' aspect can only be considered complete if there is an equal representation of men and women in the team who build the solution. STEM education is also critical in nurturing the 21st-century skills such as analytical and conceptual thinking and creative problem-solving. Moreover, some of the highest-paying jobs in the world today are in the technology space. And if only 28% of the students enrolling in higher education in ICT are women, then the skill and pay gap will keep on widening. Overcoming the blatant gender gap in India's technological workforce is not a matter of choice anymore. It is essential.

UPES Shakti – Bridging the Gender Gap from Classroom to Boardroom

<https://blog.upes.ac.in/upes-shakti-bridging-gender-gap-from-classroom-to-boardroom/> [10]



BY A CORRESPONDENT · FEBRUARY 4, 2020

Women's education in India is still a hot topic of discussion. Patriarchal mindset, gender stereotyping, lack of financial support are a few hindrances women face while pursuing their education. Ministry of Statistics finds out the literacy rate of adults (age 15 years and above) to be 78.8% for men while only 59.3% for women. This disparity further reflects women's participation in the workforce with a paltry 25.8% as compared to 73.3% for men.

Bridging this gap by facilitating women to pursue their higher education gave birth to the 'Shakti' initiative. Shakti means 'Power' in Hindi. And we strive to empower women through education to prepare them to work towards their aspirations, cultivate a strong workforce across all levels, and contribute to the growth of the nation.

shakti

Bridging the gap by facilitating women to pursue their higher education gave birth to the 'Shakti' initiative.

As all noble deeds begin at home, Shakti too initiated with the women at UPES. A 9-month program stretched over 5 modules, was designed to train women for holistic development, hone their skills, and inculcate leadership spirit. The program selects women through an intensive selection process and trains them in adaptive skills, emotional intelligence, business and professional communication, and team management. The five modules, each meticulously designed, covers areas of personal

assessment, leadership training, and building one's personal brand. Apart from these, talks are also held where leaders like Lt. General TS Shergill, Neel V Broker (laureate EMEAA region), and Linda Brown (laureate Australia and New Zealand), share their stories and inspire the group. Two batches have successfully completed the nine-month program.

Continuing with the same vision, the Shakti initiative extended its purview to include girl students enrolling in UPES by providing them with a 25% scholarship on the tuition fees. The scholarship will apply to the entire program duration for all Undergraduate and Postgraduate students from the academic year 2020.

Shakti was launched on February 4, 2020, in the presence of dignitaries, women achievers, senior industry members, and UPES faculty. Smt. Meenakshi Lekhi, Member of Parliament, delivered the keynote address and stated that women are looking for equal treatment and opportunities. Actor, Tisca Chopra, congratulated UPES on starting Shakti and elucidated the importance of education as it gives exposure, helps to understand a situation, and questions the status quo to change it. She insisted that both men and women should question the age-old mindset we are following and together cultivate an inclusive environment to drive the change.

UPES Shakti Event

Esteem Panelists @ Shakti Launch

A panel discussion on 'Accelerating the gender equality journey from classrooms to the boardrooms,' was moderated by Ms. Dipti Nair (YourStory) that saw women leaders share their journey while highlighting the challenges and remedies. Dr. Renu Batra, UGC, spoke of the importance of role models and mentors for women in their journey and credited her mother for insisting her to pursue education. Ms. Talish Ray, TRS Law Offices, Ms. Rajshree Rao, Rolls Royce, and Ms. Vidhu Goyal WONK app, urged women to take risks, ask questions, stand up for their rights, and most importantly keep working towards achieving their dreams. Failure should not be a deterrent but a catalyst for success and growth. Panelists agreed with Ms. Meenakshi Gupta, (Goonj), in cultivating a social atmosphere where education for women should be aimed at creating leaders. At the same time, Mr. Vijay Singh, UPES School of Law, explained how men should discuss the gender inequality and collectively drive the initiative forward.

Ms. Stuti Gandhi, UPES, in her closing remark, reminded universities and corporates to create an inclusive environment that'll foster not just women pursuing education but also encourage men to contribute to the change. She envisioned the initiative to turn into a movement that will offer quality education as a means to empower women and equip them with modern-day skills and make them future-ready.

UPES has declared 2020 as the 'Year of Women Empowerment,' and continues to undertake such initiatives to promote girl child education and nurture women working in UPES for leadership roles. To know more about the programmes and admissions for 2020, visit upes.ac.in.