



PROCEEDING OF THE REGISTRAR

F.No: VFSTR/Reg/A8/Policy/2023

Date: 12.09.2023

Sub: VFSTR – A Policy for Promoting Women's Participation in Under-Represented - Reg

ORDER

PROMOTING WOMEN'S PARTICIPATION IN UNDER-REPRESENTED POLICY

1.0 Preamble

Aligned with the United Nations Sustainable Development Goal 5 (Gender Equality) and Vignan's commitment to inclusive excellence, this policy aims to systematically address the gender gap in Science, Technology, Engineering, and Mathematics (STEM) and other under-represented fields. The university recognizes the need for proactive measures to encourage, support, and retain female students and faculty in these disciplines.

2.0 Objective

To significantly increase the enrollment, retention, and academic success of female students in under-represented STEM and technology-focused programs at Vignan University through targeted recruitment, robust support systems, and a conducive learning environment.

3.0 Key Strategic Initiatives (AY 2023-24)

3.1 Targeted Outreach and Admissions

- **School Connect Program:** Collaborate with local and regional schools to organize specialized workshops, coding camps, and seminars for female high school students, showcasing successful female alumni and career opportunities in STEM.
- **Merit-Cum-Means Scholarships:** Offer "Women in Tech" scholarships specifically for female students enrolling in under-represented programs like Computer Science, Artificial Intelligence, Mechanical Engineering, and Electronics.

3.2 Academic and Mentorship Support

- **Structured Mentorship Program:** Pair incoming female students in these disciplines with senior female student mentors and faculty advisors to provide guidance, academic support, and career counseling.
- **Dedicated Academic Support:** Organize exclusive tutorial sessions and peer-assisted learning groups for foundational courses in programming, mathematics, and core engineering to build confidence and competence.

3.3 Professional Development and Industry Linkage

- **"Women in STEM" Guest Lecture Series:** Invite leading female scientists, engineers, and entrepreneurs from industry and academia to share their experiences and insights.
- **Guaranteed Internship Initiative:** Partner with corporations committed to diversity to ensure internship opportunities are prioritized for high-achieving female students from these streams.

3.4 Institutional Responsibility

- **Sensitization Workshops:** Conduct mandatory gender sensitization workshops for faculty and staff to foster an inclusive and bias-free classroom and campus environment.
- **Formation of a Committee:** Establish a "Gender Advancement and Equity Cell" to monitor the implementation of this policy, address grievances, and compile an annual progress report.

4.0 Monitoring and Review

The Dean of Academics, in conjunction with the Dean of Student Affairs, will be responsible for the execution of this policy. The progress and outcomes will be reviewed bi-annually by the university's executive council to ensure the set objectives are being met effectively.



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