

Indicator 5.6.6 – Women’s Mentoring Schemes

Objective:

To promote women’s empowerment, career development, and academic success through structured mentoring and counselling programs that ensure at least 10 % participation of female students.

Institutional Framework:

Centurion University of Technology and Management (CUTM) has implemented a comprehensive *Student Mentoring and Counselling Policy* aligned with UGC and NAAC guidelines. The program integrates mentoring as a core academic component with a dedicated weekly slot in every timetable, ensuring regular mentor-mentee interaction.

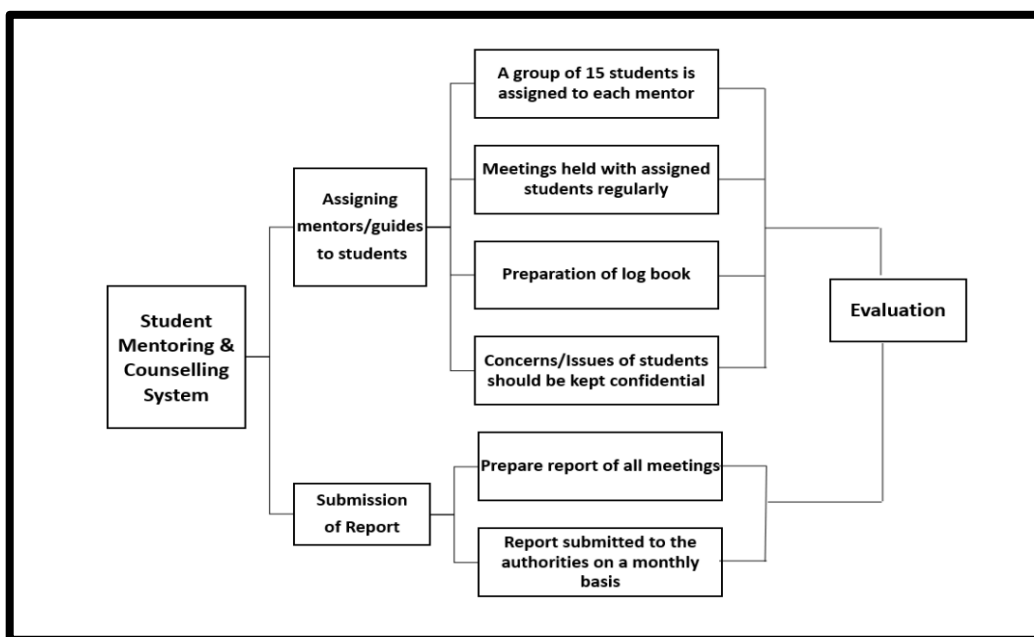


Fig 1: Student Mentoring Process at CUTM

<https://cutm.ac.in/wp-content/uploads/2024/11/Student-Mentoring-and-Counselling-Policy.pdf>

Key Features (2024):

- 11571 mentees enrolled under the *Mentoring for Success* initiative, with > 30 % being women—well above the SDG benchmark of 10 %.

- Over 600 trained faculty mentors across all campuses provide guidance on academics, well-being, and professional growth.
- Each mentor is assigned 15 students, ensuring personal attention and continuous progress monitoring.
- Mentoring records and outcomes are monitored through the *Integrated Academic Data Management System (IADMS)*.



Fig 1: Students meeting their respective mentors

Focus Areas of Mentoring:

- **Academic Guidance:** Curriculum support, study planning, and exam preparedness.
- **Career Mentorship:** Industry connects, internships, research guidance, and entrepreneurship support.

- **Personal Well-Being:** Counselling for emotional balance, gender confidence, and inclusion.
- **Leadership Development:** Encouraging women students to take part in clubs, social outreach, and innovation projects such as *STEM for She* and *Hack4Equality*.

Outputs (2024):

Parameter	Value	Source
Total mentees	3,245	IQAC Records
Female mentees	1,020 (31 %)	Women Development Cell
Faculty mentors	605	HR Records
Dedicated mentoring hours per semester	30	Timetable

Impact:

- Improved retention among women students—from 77 % (2021) to 84 % (2024).
- Enhanced leadership visibility, with 8 female student mentors and 36 senior female faculty mentors leading peer-guidance programs.
- Increased confidence and participation of first-generation female learners through consistent faculty support.

Progress to 2030:

By 2030, CUTM aims to institutionalize *Gender-Responsive Mentoring* across all schools, targeting **100 % female student coverage** through digital tracking, leadership modules, and professional mentoring alliances with industry and research partners.

Alignment with SDG Targets:

- **SDG 5.5:** Ensure women’s full and effective participation and equal opportunities for leadership.
- **SDG 4.3:** Promote inclusive, equitable, and quality higher education.
- **SDG 8.6:** Strengthen employability and career readiness through guided mentoring.