special initiatives to support / encourage women in STEM Workforce such as counselling programmes, training programmes, mentorship sessions etc

At Manipal Academy of Higher Education (MAHE), gender inclusion and the advancement of women in STEM are integral to institutional strategy and academic culture. The University has undertaken several structured and sustained initiatives to support, encourage, and retain women in the STEM workforce. These include the following:

- **Inclusive Recruitment and Representation**
  MAHE actively promotes gender diversity in faculty recruitment across STEM disciplines by encouraging applications from qualified women candidates and ensuring fair, transparent selection processes. This has resulted in a steady increase in women faculty representation across Schools of Engineering, Sciences, Medicine, and allied areas.

- **Mentorship and Professional Development**
  Structured mentorship mechanisms are in place wherein senior faculty members guide early-career women academicians and researchers. These mentorship engagements focus on career progression, research development, publication support, and leadership readiness.

- **Training and Capacity Building Programmes**
  The University regularly organizes faculty development programmes (FDPs), leadership workshops, and research skill enhancement sessions with a conscious emphasis on inclusion of women participants. Specialized initiatives also focus on grant writing, innovation, and interdisciplinary research to enhance women's participation in high-impact STEM research.

- **Counselling and Well-being Support**
  MAHE provides access to professional counselling services and employee well-being initiatives to support work-life balance. Dedicated mechanisms are available to address workplace concerns, ensuring a safe, inclusive and supportive environment for women employees.

- **Flexible Work and Career Support Policies**
  The institution has progressive HR policies that support women faculty, including maternity benefits, childcare leave provisions, and facilitation of re-entry into academic roles post-career breaks. These initiatives ensure continuity and long-term career growth for women professionals.

- **Research Incentives and Recognition**
  Women faculty are encouraged and supported through research incentive schemes, seed funding opportunities, and recognition programmes that acknowledge academic excellence and innovation in STEM. Many women researchers at MAHE are leading funded projects and interdisciplinary initiatives.

- **Leadership Opportunities**
  MAHE consciously promotes women to leadership roles such as Heads of Departments, Centre Heads and administrative leadership positions, thereby strengthening representation in decision-making processes.

- **Student Pipeline Development**
  The University also focuses on strengthening the pipeline of women in STEM by encouraging female students to pursue science and technology programmes, supported through scholarships, mentoring and exposure to research early in their academic journey.

Overall, MAHE adopts a holistic approach—spanning recruitment, development, well-being, and leadership—to create an enabling ecosystem for women in STEM, thereby fostering equity, innovation, and institutional excellence.

Year	Unit name	Title of the professional development Programme organised for Women teaching staff	from	to	No. of participants
2024-25	Manipal Institute of Technology, Bengaluru	Advances in Artificial Intelligence for autonomous vehicles (ATAL FDP)	2-Jan-25	15-Jan-25	70
2024-25	Manipal Institute of Technology, Bengaluru	MACHINE LEARNING AND ADVANCED TECHNIQUES: CONCEPTS, ALGORITHMS, AND APPLICATIONS	28-Jan-25	30-Jan-25	50
2024-25	Manipal Institute of Technology, Bengaluru	Agile and DevOps	24-Jun-24	28-Jun-24	80
2024-25	Manipal Institute of Technology, Bengaluru	Foundations and Applications of Machine and Deep Learning: A Hands-On Approach	3-Mar-25	3-Dec-25	50
2024-25	Manipal Institute of Technology, Manipal	4-Day Workshop on Problem Solving Using Computers (PSUC)	3-Jul-24	9-Jul-24	50
2024-25	Manipal Institute of Technology, Manipal	Faculty Development Program (Tier-1) on Effective Teaching for newly joined faculty members of MIT, Manipal	4-Jul-24	6-Jul-24	62
2024-25	Manipal Institute of Technology, Manipal	Gender sensitization and the Prevention of Sexual Harassment (POSH) By Dr. Geetha M Director Student Affair MAHE	5-Jul-24	5-Jul-24	58
2024-25	Manipal Institute of Technology, Manipal	Building Inner Confedence by Shivam	26-Jul-24	26-Jul-24	98

2024-25	Manipal Institute of Technology, Manipal	Challenges & opportunities in cybersecurity By Dr. Rajshekar P	27-Jul-24	27-Jul-24	400
2024-25	Manipal Institute of Technology, Manipal	Standerdization Eco System ms. Deepti Arora BIT	29-Jul-24	29-Jul-24	450
2024-25	Manipal Institute of Technology, Manipal	Session on AI Assisted Course Building Using Coursera on 19 August 2024	19-Aug-24	19-Aug-24	55
2024-25	Manipal Institute of Technology, Manipal	Talk on Overcoming Stress The Vivekananda Way	12-Sep-24	12-Sep-24	105
2024-25	Manipal Institute of Technology, Manipal	Engineer's day & Prof. P V Bhandary Oration Sept 16 2024	16-Sep-24	16-Sep-24	150
2024-25	Manipal Institute of Technology, Manipal	Chintan Pre Conclave Deliberation(CSE stream) 2024	1-Oct-24	1-Oct-24	25
2024-25	Manipal Institute of Technology, Manipal	Curriculum conclave for CS Stream Date: 29 October 2024	29-Oct-24	29-Oct-24	60
2024-25	Manipal Institute of Technology, Manipal	Guest Talk on Instructional System Design Using the CDIO Framework	21-Nov-24	21-Nov-24	35
2024-25	Manipal Institute of Technology, Manipal	Awareness program on PF Scheme	27-Nov-24	27-Nov-24	205
2024-25	Manipal Institute of Technology, Manipal	BIS National Seminar on 'LANDSLIDE AND LAND SUBSIDENCE IN HILLY AREAS: CAUSES, PREVENTION, MITIGATION AND RESTORATION'	5-Dec-24	6-Dec-24	120
2024-25	Manipal Institute of Technology, Manipal	Heartfulness Meditation	9-Dec-24	11-Dec-24	120
2024-25	Manipal Institute of Technology, Manipal	guest talk on AI and the Future of Humanity by Dr Makarand R Paranjape	17-Dec-24	17-Dec-24	51
2024-25	Manipal Institute of Technology, Manipal	Invited Talk on Unleash your potential: An inner leadership approach by Mr. Prakash Chugani Lead Trainer & Organizational Development Expert	2-Jan-25	2-Jan-25	55
2024-25	Manipal Institute of Technology, Manipal	Guest Lecture_"Artificial Intelligence and its Real-World Applications" by Smt. Sujatha Thammadi, Scientist E & Director, Bureau of Indian Standards (BIS), Hyderabad branch	25-Mar-25	25-Mar-25	55

2024	Manipal Institute of Virology, Manipal	Guest Talk by Dr Chiranjit Ghosh, Assistant Professor , Dept of Biotechnology , MIT Manipal "Development of a paper-based disposal microextraction analytical probe for detection of bactrerial pneumonia"	12-Apr-24	12-Apr-24	21
2024-25	Manipal Institute of Virology, Manipal	International Lead Auditors Certificate Program and Laboratory Management System Requirements 2-Day Transition certificate course as per ISO 15189:2022	1-Jun-24	2-Jun-24	7
2024-25	Manipal Institute of Virology, Manipal	Faculty Development Training on Outcome-Based Education (OBE) framework	22-Mar-25	22-Mar-25	10
2024	Manipal School of Architecture & Planning, Manipal	Summer school Program 2024- conducting the course titled Personal grooming and power dressing for women academics/professionals at Manipal School of Architecture and Planning organised by MSAP and MAHE-SRF, under the aegis of Directorate of Research, MAHE, Manipal	29-Apr-24	29-Apr-24	3
2024	Manipal School of Architecture & Planning, Manipal	Training Session - Bright Space Learning Management System' at Manipal school of Architecture and Planning	30-Apr-24	30-Apr-24	31
2024	Srishti Manipal Institute Of Art,Design & Technology, Bengaluru	ITC Infotech workshop for staff and student	17-Apr-24	17-Apr-24	10
2024	Srishti Manipal Institute Of Art,Design & Technology, Bengaluru	PhD colloquium talk Dr. Mamta Sagar	29-Apr-24	29-Apr-24	50
2024-25	Srishti Manipal Institute Of Art,Design & Technology, Bengaluru	"Stories beyond Region".	4-Sep-24	4-Sep-24	60
2024-25	Srishti Manipal Institute Of Art,Design & Technology, Bengaluru	"Travel as Pedagogy".	25-Sep-24	25-Sep-24	30

2024-25	Srishti Manipal Institute Of Art,Design & Technology, Bengaluru	"Seeing/Not Seeing Art".	23-Oct-24	23-Oct-24	50
2024-25	Srishti Manipal Institute Of Art,Design & Technology, Bengaluru	"Data Privacy in the Indian Context:A Legal Perspective".	30-Oct-24	30-Oct-24	30
2024-25	Srishti Manipal Institute Of Art,Design & Technology, Bengaluru	"How Citizen Science can Change the World"	20-Nov-24	20-Nov-24	30
2024-25	Srishti Manipal Institute Of Art,Design & Technology, Bengaluru	"Fabric of Life". Honorarium	19-Dec-24	19-Dec-24	40
2024-25	Srishti Manipal Institute Of Art,Design & Technology, Bengaluru	Talk: The Practice of Creation	4-Mar-25	4-Mar-25	20
2024-25	Srishti Manipal Institute Of Art,Design & Technology, Bengaluru	Honorarium: INR 5,000 , Local transport: INR 2,000, Tea/coffee & snacks: INR 3,000	4-Mar-25	4-Mar-25	30
2024-25	Manipal School of Architecture & Planning, Manipal	Virtual Reality Workshop at MSAP manipal in collaboration with Manipal skill development centre	30-Jun-24	5-Jul-24	8
2024-25	Manipal School of Architecture & Planning, Manipal	Senses Interactive Panel Training at Manipal School of Architecture and Planning. Training the faculties for using Senses Interactive panels, for teaching purposes.	26-Oct-24	26-Oct-24	53
2024-25	Manipal School of Architecture & Planning, Manipal	TRAIN THE TRAINER- LMS training sessions for faculties at CAD Lab, MSAP	25-Nov-24	28-Nov-24	53
2024-25	Manipal School of Architecture & Planning, Manipal	one-day IPR Workshop on the topic Concepts and Legality of Designs by Dr. Indranil Saha, Associate Professor of Law, Manipal Law School, Bengaluru Campus & Coordinator - IPR Law & Research Centre, MAHE for our students and faculty members on Saturday, 11th January 2025 at MSAP	11-Jan-25	11-Jan-25	14
2024-25	Manipal School of Architecture & Planning, Manipal	One day workshop on "Penetration Testing"	1-Feb-25	1-Feb-25	4

2024-25	Manipal School of Architecture & Planning, Manipal	Research Grant Writing Workshop at Manipal School of Architecture & Planning, Manipal Academy of Higher Education	8-Mar-25	8-Mar-25	26
2024-25	Manipal School of Life Sciences, Manipal	One day symposium and workshop on Mitochondrial genomics: From Mutations to Clinical Phenotypes	27-Jul-24	27-Jul-24	2
2024-25	Manipal School of Life Sciences, Manipal	SERB-DST, Government of India Sponsored workshop on “Isolation, Separation and Characterization of Plant Stimulant	17-Oct-24	18-Oct-24	2
2024-25	Manipal School of Life Sciences, Manipal	National Conference on Microbes, Human Health and Environment: A One Health Approach	22-Nov-24	23-Nov-24	3
2024-25	Manipal School of Life Sciences, Manipal	Hands-on training and workshop on mass spectometry based on metabolomics analysis	12-Dec-24	14-Dec-24	5
2024-25	Manipal School of Life Sciences, Manipal	International conference on cancer, epigenetics: from laboratory studies to precision medicine	22-Jan-25	23-Jan-25	8
2024-25	Manipal School of Life Sciences, Manipal	Workshop on Advanced High Performance Liquid Chromotography (HPLC)	12-Feb-25	13-Feb-25	2
2024-25	Manipal School of Life Sciences, Manipal	Hands-on training and workshop on PCR, Real time PCR and DNA Sequencing	7-Mar-25	8-Mar-25	15
2024-25	Welcomgroup Graduate School of Hotel Administration, Manipal	Research Advancement Workshop as a part of the International Research Symposium in Service Management-12	6-Aug-24	6-Aug-24	69
2024-25	Welcomgroup Graduate School of Hotel Administration, Manipal	Conference on "International Research Symposium in Service Management-12"	7-Aug-24	9-Aug-24	69
2024-25	Welcomgroup Graduate School of Hotel Administration, Manipal	Training session on Senses Board	28-Aug-24	28-Aug-24	14
2024-25	Welcomgroup Graduate School of Hotel Administration, Manipal	ISO awareness training Covering QMS(ISO 9001:2015) & EMS (ISO 14001:2015)	21-Sep-24	22-Sep-24	25

2024-25	Welcomgroup Graduate School of Hotel Administration, Manipal	Faculty Development Program 1.0 - 2025 on The Educators Toolkit: Effective Teaching, Leadership, Resilience, and Well-being	7-Jan-25	7-Jan-25	55
2024-25	Welcomgroup Graduate School of Hotel Administration, Manipal	Annual WGSHA Research Day	6-Mar-25	6-Mar-25	3
2024-25	CCEID	Transforming Healthcare with AI-Driven Precision and Efficienct	23-Oct-24	23-Oct-24	1
2024-25	CCEID	Discover Data Mastery Master Class on Analysis with Jamovi	23-Oct-24	23-Oct-24	1
2024-25	CCEID	Gamification in Interprofessional education using Simulation	23-Oct-24	23-Oct-24	2
2024-25	CCEID	Session on Grant Writing	17-Jan-25	17-Jan-25	1
2024-25	CCEID	M-FITLAR: An Orientation Module for the newly inducted MAHE Faculty on Fundamental in Teaching-Learning, Academic leadership and Research	27-Mar-25	29-Mar-25	39