FENİKS WOMEN LEADERS IN SCIENCE MENTORSHIP PROGRAMME

BENEFIT ANALYSIS

The following analysis has been prepared to assess the potential benefits of the FENİKS Project upon achieving its objectives. This analysis outlines the advantages generated by the project at individual, academic, and societal levels.

1. Benefit Matrix

The identified benefits have been evaluated according to their scope (individual, academic, societal) and level of impact (low, medium, high).

Benefit Area	Scope	Impact Level	Description
Increased self-confidence of female students	Individual	High	Through mentoring support, students strengthen their self-confidence and pursue their academic and career goals with greater motivation.
Improvement in academic performance	Academic	High	Scientific and academic mentoring enables students to improve their academic achievements and participate more actively in research activities.
Increased visibility of women in science and academia	Societal	High	By increasing the number of female scientists, the project strengthens the role of women leaders in science.
Professional networking opportunities	Individual & Academic	Medium	Students establish connections with academics and professionals, enabling more informed career decisions.
Development of mentors' leadership skills	Individual	Medium	Academic mentors enhance their leadership, guidance, and communication skills.
Strengthening of women's solidarity	Societal	High	The project fosters a supportive environment among female scientists and promotes long-term collaboration.
Role modelling for future generations	Societal	High	Interaction with successful female scientists inspires younger generations.
Guidance in academic career planning	Academic	High	Students receive direct mentoring support for informed and effective career planning.

Increase in women scientific leaders	Societal	High	Enhances gender balance in science, supporting diversity and innovation.
Facilitation of international cooperation	Academic & Societal	Medium	The mentoring programme may evolve into broader international collaborations in later stages.

2. Key Benefit Scenarios and Their Impacts

Scenario 1: Increased Self-Confidence and Academic Performance of Female Students

Impact: Female students gain greater visibility in academia and improve their academic performance.
Outcome: An increase in the proportion of female academics and scientists.

Scenario 2: Development of Mentors' Leadership Skills

Impact: Academics gain mentoring experience and become more competent in education and guidance.
Outcome: The dissemination of a strong mentoring culture within universities.

Scenario 3: Strengthening Women's Solidarity and Professional Networks

Impact: Increased collaboration among female scientists and stronger professional partnerships.
Outcome: Greater participation of women in research projects and national/international collaborations.

Scenario 4: Creating Role Models for Future Generations

Impact: Successful female academics and scientists inspire young women.
Outcome: Increased interest of female students in science and engineering fields.

3. Long-Term Impacts

- **Increased representation of women in science:** Higher participation of female researchers in STEM fields.
- **Development of female leaders:** More women in leadership and management positions in academia and scientific institutions.
- **Establishment of a sustainable support structure:** Transformation of the programme into a national and international reference model.

Conclusion

The FENİKS Project is a strategic programme that generates significant benefits at academic, individual, and societal levels. It has a high impact in enhancing academic performance, self-confidence, and active participation of female students in science. In the long term, the project contributes to the establishment of a sustainable model for strengthening the representation of women in science and academia.