



## **FENİKS WOMEN LEADERS IN SCIENCE MENTORSHIP PROGRAMME – FIRST TERM EVALUATION REPORT**

### **Introduction**

Based on feedback obtained from mentee and mentor final evaluation surveys, the FENİKS Programme has demonstrated a strong and high-impact structure. While exceeding expectations in terms of individual development and women's solidarity, the programme has also identified areas requiring structural and operational improvement.

### **Key Achievements and Strengths**

#### **High Satisfaction and Engagement**

The average mentee satisfaction score reached approximately 9/10, while mentor satisfaction reached 9.5/10. All mentors and 95% of mentees expressed their willingness to participate again in future programme cycles.

#### **Increased Self-Confidence and Awareness**

Mentees reported significant improvements in self-confidence and awareness of their own potential. Mentors observed visible progress in mentees' career awareness and self-esteem.

#### **Strong Relationship Quality**

Participants highlighted their mentors' accessibility, supportiveness, and role model characteristics. Mentors described the mentoring sessions as constructive and meaningful.

#### **Women's Solidarity and Community Building**

The programme evolved into a strong community model rather than merely a training initiative. High scores were given to statements such as "I did not feel alone in STEM" and "I would like to become a mentor in the future." Almost all mentors reported increased motivation to support women's leadership.

#### **Successful Workshops**

Workshops on CV preparation, communication skills, and emotional agility received the highest contribution scores. The TÜBİTAK Observatory Visit was identified as the most inspiring activity.

#### **Areas for Improvement and Implemented Actions**

Survey results indicated the need for improvements in structural and operational aspects of the programme. In line with the "Act" stage of the PDCA cycle, concrete actions were planned as follows:

## Programme Duration

**Finding:** Four months was considered insufficient by both mentors and mentees.

**Action:** Programme duration should be extended to six months, including a mid-term evaluation session.

## Workshop–Mentoring Integration

**Finding:** Lack of coherence between workshop themes and mentoring sessions.

**Action:** Development of guided mentoring questions after workshops and establishment of a thematic alignment plan.

## Feedback Mechanisms

**Finding:** Participants experienced difficulties in providing feedback during the programme.

**Action:** Introduction of short feedback micro-surveys (3 questions) after each module and monthly mini-evaluation forms.

## Organisational Clarity

**Finding:** Programme objectives and processes were not clearly explained at the beginning.

**Action:** Presentation of a “Programme Roadmap” and development of a visual flowchart.

## Inclusiveness

**Finding:** External criticism regarding the programme’s exclusive focus on female students.

**Action:** While maintaining women-focused mentoring, workshop sessions were opened to male students.

## Second-Term (Six-Month) Action Plan

A detailed six-month programme schedule was developed to operationalise the improvement actions:

Month	Workshop Focus	Mentoring Integration	Action / Control Point
M 1	Programme Launch & Mentor Orientation	Relationship Building and Expectation Management	Publication of programme roadmap
M 2	Self-Awareness & Emotional Intelligence	Personal SWOT Analysis	Monthly mini-survey
M 3	Career Design (CV & Interviews)	Action Plan Development	Mid-term evaluation
M 4	Communication & Public Speaking	Feedback Practice	Monthly mini-survey
M 5	Thematic Field Visit (e.g. TÜBİTAK Observatory)	Motivation Integration	Mentor–mentee networking
M 6	Closing Ceremony & Certification	Sustainability Planning	Final evaluation survey

## **Media Coverage**

The programme coordinator, Assoc. Prof. Dr. Füsün Yalçın, participated in the “Young Life” programme on TRT Antalya Radio, presenting the programme to the public.

The “FENİKS Effect: Women Leaders in Science” programme was launched within the Faculty of Science at Akdeniz University and announced as part of International Women’s Day activities. It aims to support female students’ academic and personal development and provide role models for their careers.

The Dean of the Faculty of Science, Prof. Dr. Mustafa Alkan, emphasised that the programme seeks to cultivate future women leaders in science.

## **Overall Conclusion**

The FENİKS Programme has achieved a strong and successful start, characterised by high impact, strong mentor and mentee satisfaction, and effective community building for women’s leadership.

When the proposed actions extension of programme duration, improved integration, and enhanced feedback mechanisms are implemented, the programme will evolve beyond individual mentoring into a sustainable leadership and transformation ecosystem.

This model has the potential to serve as a long-term reference framework for supporting women in science and academia.

