

India RISE Fellowship Curriculum

Program Competencies

The fellowship's curriculum will be contextualized to India to localize the content for cultural relevance and impact.

Core Research Skills & Competencies

- **Research Proposal Development & Design:** *Develop* competitive research proposals by formulating clear research questions and *designing* robust study methodologies (e.g., experimental, observational, qualitative), integrating ethical considerations, feasibility assessments, and budget planning to ensure project viability and impact.
- **Manage Research Projects:** *Develop* and *implement* research plans by defining objectives, allocating resources, tracking progress, coordinating with stakeholders, and adapting to challenges, ensuring projects are completed on time and within budget.
- **Research Evaluation and Knowledge Translation:** Assess research outcomes for quality improvement, impact evaluation, and policy translation, ensuring findings contribute to practical applications and knowledge dissemination.
- **Communicate Research Findings:** *Compose* and *deliver* clear, compelling scientific writing, media communications, and presentations tailored to diverse audiences.
- **Collaborate in Multidisciplinary and Participatory Research:** *Design* and *conduct* research with diverse teams and stakeholders, *demonstrating* shared decision-making and cultural responsiveness.
- **Mentorship & Training Delivery:** *Facilitate* mentorship and training sessions, incorporating structured feedback from peers and mentors to enhance knowledge transfer and professional development.

Core Leadership Skills & Competencies

- **Develop Authentic Leadership Skills:** *Plan* and *implement* personal leadership goals based on self-awareness and belief in one's abilities, while *demonstrating* resilience and purpose in multicultural professional settings.
- **Enhance Inclusive Leadership Skills:** *Evaluate* and *apply* inclusive leadership principles by *analyzing* case studies and *demonstrating* the ability to recognize power, privilege, and actions to foster equitable workplace environments.
- **Cultivate Strategic Leadership Skills:** *Analyze* and *discuss* leadership styles and qualities through case studies, with a focus on leveraging personal strengths and collective influence to inspire action and promote women's representation within collaborative research settings.

Program Learning Goals

- **Develop Advanced Research Skills**
Equip early-career women STEM researches with the technical expertise and innovative capabilities needed to design, conduct, and analyze high-impact research, emphasizing project-based learning and hands-on experience.
- **Lead Research Project Management**
Develop the ability to plan, execute, and oversee research projects efficiently, including defining scope and objectives, managing budgets and timelines, coordinating resources and stakeholders, and adapting to challenges to ensure successful project completion.
- **Enhance Grant Writing and Research Proposal Development**
Strengthen the ability of women STEM researches to secure competitive funding by developing research proposals that meet international standards and align with funding priorities.
- **Foster Ethical and Regulatory Acumen**
Deepen understanding of ethical research principles, regulatory frameworks, and compliance requirements, ensuring research integrity and alignment with both global standards and local Indian contexts.
- **Improve Scientific Communication and Presentation Skills**
Build proficiency in scientific writing, data visualization, and research dissemination, ensuring fellows can effectively communicate their findings to scientific audiences, policymakers, the media, and the public through publications, reports, and conference presentations.
- **Advance Research Evaluation, Translation, and Stakeholder Engagement**
Strengthen fellows' ability to evaluate research outcomes for quality improvement, assess impact, and translate findings into policy and practice. Prepare fellows to collaborate with stakeholders through participatory approaches that enhance dissemination, relevance, and the societal impact of research.
- **Cultivate Leadership and Empowerment**
Encourage fellows to develop confidence, resilience, and strategic leadership skills, empowering them to take on leadership roles and drive change within their research teams, institutions, and broader scientific communities.
- **Strengthen Collaboration and Network Building**
Enhance fellows' ability to collaborate across disciplines, engage in effective teamwork, and build professional networks, fostering long-term partnerships that support career advancement.
- **Promote Individualized Professional Growth**
Utilize Individual Development Plans (IDPs) to support personalized career planning, enabling fellows to set, track, and achieve professional goals aligned with their aspirations as Indian women in STEM.
- **Prepare for Future Mentorship Roles**
Empower fellows with the skills and confidence to mentor the next generation of women in STEM, using a train-the-trainer model to foster communities of practice and mentorship networks in India.