



JOHNS HOPKINS

GUPTA-KLINSKY
INDIA INSTITUTE

INDIA RISE FELLOWSHIP

Women scientists leading India's
Research & Innovation STEMM
Empowerment (RISE)



OUR GOAL



The India RISE Fellowship aims to empower early-career women scientists in India to enhance their **research output, leadership skills** and **supportive peer network** at a critical stage when most are at risk of exiting the STEMM* workforce.

*STEMM = Science, Technology, Engineering, Mathematics, Medicine

PROGRAM RATIONALE

India has made progress in STEMM education, with women now accounting for 43% of enrolments (DST 2024). However, this does not translate to the workforce. Women represent just 27% of the STEMM sector and under 19% of scientists, which is well below the global average of 31% (UNESCO 2024, WEF 2023). The gap is wider in academia: only 16.7% of STEMM faculty are women, with just 11.2% at IITs and 27% at universities. Fewer than 10% advance to leadership roles in academia and industry.

Closing this “leaky pipeline” is not just a social imperative but a strategic one. As India moves toward its [Viksit Bharat 2047](#) vision, unlocking the potential of women in STEMM is vital to driving innovation and sustained growth. With momentum from the Anusandhan National Research Foundation (ANRF) and National Education Policy (NEP) 2020, the India RISE Fellowship backs the next generation of women research leaders delivering lasting impact for science, society, and India's global leadership.



“Transforming research ecosystems means rethinking how institutions support women, not to enter but grow to the fullest potential and lead.”

Dr. Prabhdeep Kaur, Professor and Chair, Isaac Centre for Public Health
Indian Institute of Science, Bengaluru

India Women in STEMM Education



43% 

STEMM Enrollments in India
Higher-Ed are Women

India Women in STEMM R&D Workforce



19% 

India's science researchers are
women

India Women in STEMM Leadership



<10% 

Leadership positions in STEMM academia
and industry in India

As more women in India graduate with STEMM degrees, the leaky pipeline needs to be fixed by supporting career progression, workforce retention and leadership of women in STEMM.

What would support women's career progression and leadership in STEMM research?

Access to information on
grants, fellowships, and
career pathways

01

02

Peer networks for
mentorship, shared
learning & collaboration

**Mentorship and
Sponsorship** in early
stages of career

03

04

**Continued education
and training in research
administration**

**Institutional networks
and exposure** to industry
collaboration

05

06

Leadership development to
lead projects, collaborate in
global teams & advance within
institutions

**“With India
continuing to push
the boundaries
of scientific and
technological
advancement, it
must ensure the
full participation
of women in this
journey”**



Dr. Kamini Walia
Senior Scientist,
Indian Council for Medical
Research (ICMR)

OUR APPROACH

The India RISE (Research & Innovation STEMM Empowerment) Fellowship is a joint initiative of the Gupta-Klinsky India Institute (GKII) at Johns Hopkins University and premier research & educational institutions in India. Conceptualized under the aegis of the *U.S.-India Alliance for Women's Economic Empowerment, this program aims to empower **40 early-career Indian women scientists** through a **12-month** immersive experience in **research training, leadership development, mentorship, access to networks & resources with empowerment.**



Research Skills

Enhance research skills through specialized education and training programs



Leadership

Develop leadership competencies to help overcome barriers to success in research



Mentorship

Provide personalized group and peer mentorship for career growth



Access

Offer access to networks & resources for collaborations and exposure



Advocacy

Create space to build awareness & advocate for supportive workplaces

PROGRAM OVERVIEW

The India RISE Fellowship is a 12-month, part-time, hybrid program designed for professionals who continue working in their institutional roles. Fellows will participate in continuous engagement consisting of **hands-on applied training sessions**, online **self-paced learning** and **professional development workshops**.



40
Fellows



12
Months

INDIA RISE FELLOWSHIP COMPONENTS

- **8 modules of online core curriculum** for learner-centered, outcomes-driven competency-based education
- **USD 50,000 research grant** challenge for each cohort
- **4 hands-on training workshops** for Experiential learning and real-world application
- **500+ curated resources** including grants, fellowships, conferences and networking opportunities
- **8 group mentorship sessions, 2 one-on-one** sessions for individualized career guidance
- **2 in-person networking events** with leadership and career-development sessions
- **Supplementary masterclasses** & expert trainings for specialized research & leadership skills

Structured Research Curriculum

Experts from Hopkins & India have designed curriculum in proposal development, project management, research ethics, grant writing, scientific communications & presentations. Fellows apply this learning directly through a year-long Capstone project aligned with national STEMM priorities.

Leadership Masterclass / Workshops

Experts from Hopkins and India provide engaging leadership panels, interactive workshops with integrated leadership curriculum to inspire and develop confidence in next generation of researchers.

Individual Development Plans

Each fellow creates an individual development plan (IDP) to chart personalised goals in research, leadership and career advancement. This IDP is a roadmap to track progress and outcomes.

The Clifton StrengthsFinder assessment by Gallup

A validated tool used to support self-awareness and leadership growth explored throughout the fellowship's dedicated module on Global Women in Leadership, revisited during the Capstone and IDPs to reflect on fellows' personal development throughout the curriculum.

Supportive Peer Network

Fellows engage in regular peer learning sessions, cross-cohort collaborations, and network-building activities with researchers, mentors, and leaders across disciplines.

***US-India Alliance for Women's Economic Empowerment** is a public-private partnership between the U.S. Department of State, Johns Hopkins University and other private organizations to promote the full participation and empowerment of women in India's economy.

PROGRAM LEARNING GOALS

01 Build Advanced Research Skills

Develop technical expertise to design, conduct, & analyze impactful research using hands-on, project-based learning.

02 Master Research Project Management

Gain skills to efficiently plan, budget, and manage research projects from concept to completion.

03 Enhance Grant Writing & Proposal Development

Craft competitive, fundable research proposals aligned with global funding priorities.

04 Deepen Ethical & Regulatory Knowledge

Understand research ethics and compliance standards relevant to both Indian and international contexts.

05 Improve Scientific & Public Communication

Strengthen writing, presentation, and data visualization skills to effectively share research and communicate publicly.

06 Advance Research Evaluation & Translation

Evaluate outcomes and translate research into practice and policy for broader societal impact.

07 Develop Strategic Leadership

Build confidence, resilience, and leadership capabilities to influence teams and institutions.

08 Foster Collaboration & Networking

Engage in interdisciplinary teamwork and build lasting professional networks.

09 Support Individual Career Growth

Use Individual Development Plans (IDPs) to set and achieve personalized career goals.

10 Prepare For Mentorship Roles

Train to mentor peers and future cohorts, creating a multiplier effect through institutional mentorship.

FELLOW ELIGIBILITY CRITERIA

Eligible applicants will be those with a PhD degree or a post graduate professional degree (such as MTech, MD, MS, DNB or equivalent) from government recognized research and educational institutions (completed within the last 7 years),* and conducting research focused on health/medicine in India. The fellow will be an early career researcher in STEMM with a demonstrated commitment to advancing women's roles in STEMM fields in India through work or mentorship and will have identified a technical Research Advisor at their institution or organization to pursue innovative research projects throughout the 12-month fellowship experience.

* The total cumulative work experience does not have to be consecutive, allowing for career breaks and career changes.

FELLOWSHIP BENEFITS



JHU Fellowship Certificate



Travel Funding Support



Access to USD 50k Grant Challenge



Premium LinkedIn Courses



Access to JHU's Online Learning Content



Membership to India Rise Network

GET INVOLVED

- Provide **Free professional development opportunities**, including career & leadership development resources and webinars, access to lab space or international exchanges.
- **Host site visits & networking events** at industry Research & Development (R&D) in India
- Contribute thought leadership through **blogs, op-eds, and commentary** on advancing women in STEMM in India
- Serve as primary **Research Advisors** for fellow research projects
- Join our **India RISE STEMM Research Network on LinkedIn** to contribute to innovative research collaborations

CONTACT US

india@institute.jhu.edu | Jhii@jh.edu

SCAN to learn more about Gupta-Klinsky India Institute at JHU and India RISE Fellowship

