AA-POL-06

BMC
Batterjee Medical College

Comprehensive Policy on Women's Mentoring Schemes, Systematic Graduation Rate Tracking, and Academic Gap-Closing Schemes

POLICY AND PROCEDURES

Batterjee Medical College	Policies & Procedures
Division: Academic Affairs	**Policy Code:** AA-POL-14
Issue Date: 21/09/2025	**Revision No.:** 5
Effective date: 21/09/2025	**Replaces:** Nil
Next Revision Date: September 2027	**Attachments:** None

Comprehensive Policy on Women's Mentoring Schemes, Systematic Graduation Rate Tracking, and Academic Gap-Closing Schemes

1. Purpose & Strategic Alignment

Batterjee Medical College (BMC) is committed to ensuring that women's access to higher education translates into academic success, research excellence, timely graduation, and leadership. This policy governs these indicators: (Women's mentoring schemes with $\geq 10\%$ female participation) and (Tracking women's graduation rates compared to men and implementing gap-closing schemes) across all BMC campuses.

2. Women's Mentoring Schemes

2.1 Mandatory Participation Target

BMC mandates that at least 10% of female students participate in structured mentoring programs. BMC consistently exceeds this threshold, with over 70% of all mentoring participants being women.

2.2 Institutional Mentoring Tracks

1) **First-Generation & Peer Mentoring:** Given that >70% of female entrants are first-generation university students, senior female students lead the First-Generation Medical Students Workshop to guide junior peers.
2) **AI-Enhanced Academic Advising & Early Warning Tutoring:** Faculty maintain scheduled office hours and utilize

AI-Enhanced Academic Mentoring Matrices alongside mandatory early-warning tutoring systems.

3) **Student Club Leadership Mentoring:** Supported by the College Student Clubs Association, women lead across 30 – 50 student clubs and participating in leadership initiatives.

4) **Cross-Campus Research & Innovation Mentoring:** Institutionalized via Research Mentoring Procedures, weekly research hours, and 10 research groups with mandatory student mentor-matching, alongside the BMC Innovation Bootcamp and high-school STEM pipeline mentoring.

5) **Career & Clinical Mentoring:** Coordinated by Career Development and HR teams through summer showcases, clinical hospital visits, and career days.

3. Track Women's Graduation Rate and Gap-Closing Schemes

3.1 Systematic Comparative Tracking

- BMC continuously tracks progression, retention, and graduation rates disaggregated by gender using Oracle PeopleSoft Student Records, Student Information System (SIS), Blackboard Learn Ultra, ExamSoft, and Quarterly RAG KPI Dashboards.
- Institutional Targets & Performance: BMC enforces a mandatory $\geq 85\%$ graduation target for disadvantaged cohorts.

3.2 Mandatory Gap-Closing Schemes

To eliminate any potential attainment gaps, BMC enforces four mandatory gap-closing frameworks:

1) **Mandatory Free Tutoring & Early Warning System:** Automatically assigns free tutoring and personalized mentoring whenever a student's GPA drops below safety thresholds.

2) **In-House Free Psychological Clinic & Wellness Support:** Provides free mental health care with dedicated female therapy

sessions every Monday, wellness workshops, and an 11+ hospital referral network.

3) **Comprehensive Financial Safety Net:** Eliminates financial dropout risks via scholarship schemes (*Tamkeen, Tamooh, Daeem, Al-Forsan, Ehsan*), 0%-interest financing (*Maslak, Alinma, Amwal Tech withdrawal protections*), free campus hostels, free transport, and subsidized meals.

4) **Academic Flexibility & Childcare Support:** Offers flexible internal transfer options and childcare support (25% discount at Golden Little Dream nursery) to ensure student mothers graduate on time.

4. Review and Revision

This policy will be reviewed every two years by Academic Affairs and Human Resource Departments to ensure ongoing compliance with institutional capacity, and alignment with Saudi regulations and global sustainability standards.

Synopsis

- Document Title: Comprehensive Policy on Women's Mentoring Schemes, Systematic Graduation Rate Tracking, and Academic Gap-Closing Schemes
- Document Status: Issue Number 05
- Document Effective Date: September 2025
- Document Next Revision Date: September 2027

Approval Authority:

Approved by:

Dr. Osama Kensara, Chief Executive Officer,

Signature:

Reviewed by:

Dr. Maher Alandiyjany, Chief Quality Officer,

Signature: