

Rules for the Defne and Muhtar Kent Co-Financing Program for Women Leaders

1. Preamble

- 1.1. Despite notable progress in the recent decades, gender inequality persists due to systemic barriers women face in the global business, academic, and political environments. These challenges lead to women either leaving their careers prematurely or progressing much slower compared to their male counterparts.
- 1.2. The phenomenon commonly known as the 'leaky pipeline' becomes increasingly pronounced further up the career ladder, resulting in underrepresentation of women in higher level positions both in academia as well as business.
- 1.3. Solid efforts are therefore needed to build a more robust structure supporting upward mobility and supporting women leaders, who can act as role models and ambassadors showing high commitment to responsible leadership.

2. General Provisions

- 2.1. These rules govern the criteria and procedures of IEDC-Bled School of Management, Postgraduate studies for awarding Co-Financing s for Women Leaders (hereinafter: Co-Financing), provided by the Turkish Philanthropy Funds.

3. Eligibility

- 3.1. Only female students who are enrolling into the Master Program in Management (Executive MBA) or Young Managers Program (YMP) are eligible to apply for the Co-Financing or be nominated.

4. Awarding Process

- 4.1. The Co-Financing is awarded based on a call announced by the IEDC Faculty. The amount of funds allocated to individual programmes are defined by the call.
- 4.2. The call for applications is posted on the University website, but it may also be announced in other media.
- 4.3. Depending on the funds available, the call for applications may be announced several times for the same academic year.
- 4.4. The applications are reviewed and assessed by a three-member Co-Financing Committee (hereinafter: the Committee), which the President of IEDC Faculty appoints. Representatives

of the academic and the professional communities are eligible for membership in the Committee. A representative of the Defne and Muhtar Kent Foundation also has a seat at the Committee.

4.5. From the applications that meet the requirements set in the call the Committee makes a selection based on the application assessment criteria.

5. Assessment Criteria

5.1. The assessment criteria for the students are the following:

- Excellence in academic and professional achievements;
- Commitment to responsible management practices;
- A desire to act as a role model to other women;
- Readiness to become a committed ambassador of the school and the schools values;
- Compliance with admission requirements for the particular program.

5.2. If there are more applications than there is Co-Financing available, the Committee makes a selection from the applications that best meet the assessment criteria defined under point 5.1. of these rules.

5.3. Winners of the call for Co-Financing may also receive a discount on their enrolment fees if agreed by the Student and the IEDC Faculty.

6. Recipients' obligations

6.1. Co-Financing recipients are required to meet all the academic requirements prescribed in their programme. Failure to do so may result in revocation of their Co-Financing.

6.2. Recipients of the Co-Financing and Alumni may be asked to participate at promotional activities promoting the Co-Financing opportunities and acting as ambassadors for women leaders and responsible leadership.

7. Records

7.1. IEDC Faculty keeps records of Co-Financing recipients for the purposes of monitoring, planning and managing its scholarship policy and performing other tasks under these rules. In order to assure transparency, the list of Recipients is public.

8. Final Provisions

8.1. These rules shall enter into force on the day they are adopted by the President of IEDC Faculty.

Bled, 15.11.2023

Prof. Danica Purg

President