



Koneru Lakshmaiah Education Foundation

(Category -1, Deemed to be University estd. u/s. 3 of the UGC Act, 1956)

◆ Approved by AICTE ◆ ISO 21001:2018 Certified

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KONERU LAKSHMAIAH EDUCATION FOUNDATION

5.3 Student access measures

5.3.1 Tracking access measures

Women Access Plan

At KLEF, we firmly believe that gender parity and equity are foundational to building a diverse, equitable, and truly global academic community. As underscored in our report “Diversity and Inclusion: Towards Building a Diverse, Equitable, and Global University,” gender parity stands as one of the 16 key indicators of diversity and inclusion at KLEF.

Our commitment to fostering gender equity extends across every dimension of university life; from admissions and recruitment to leadership and governance. We take pride in creating institutional spaces that celebrate diversity in all its forms and manifestations, while ensuring that women have equal opportunities to thrive, lead, and contribute meaningfully to our mission.

Over the years, our university has made significant progress in increasing the participation of women in faculty, staff, and leadership positions. These achievements reflect our conscious and sustained efforts to attract and support women scholars, researchers, and professionals through proactive recruitment and inclusive policies led by our Admissions, Outreach, and Human Resources teams.

We remain deeply committed to further advancing women’s access and representation across all spheres of academic and institutional life, ensuring that KLEF continues to serve as a model for inclusive excellence in higher education.

Tracking Measures:

At KLEF, we implement sophisticated, transparent, and dynamic mechanisms to track gender access and equity metrics across its diverse campus community. This commitment of ours reflects our institutional dedication to foster an equitable academic and workplace environment, where people from all gender identities have a fair opportunity to flourish.

At KLEF, we actively monitor critical indicators, including student gender ratios in enrollment across undergraduate, postgraduate and doctoral programs, retention rates throughout their academic tenure, graduation rates as well as their hiring status post-graduation. Moreover, we also monitor recruitment among faculty and staff members and promotion statistics as well as the gender ratio in participation (especially women and other genders) across governance and leadership bodies.

At KLEF, our Admissions Office uses a state-of-the-art Customer Relationship Management (CRM) system to track the application, acceptance, and entry rates of women candidates across all

academic programs. By leveraging this technology, we ensure that gender representation remains a central focus throughout recruitment and admissions.

We also embed feedback mechanisms across our campus ecosystem, making sure that the lived experiences of students, faculty, and staff directly inform the continuous refinement of our access measures. Through surveys, focus groups, and committee consultations, we actively assess not just the numbers but also the qualitative dimensions of gender equity—such as campus climate, inclusiveness, and support systems.

Our commitment to gender equity is guided by institutional bodies like the Gender Equity Committee, which ensures compliance with our equity goals and advocates for proactive policy adjustments. To maintain accountability and transparency, we publicly disclose performance indicators that reflect our progress and resolve in advancing gender equity.

Looking ahead, we have set ambitious goals: achieving near gender parity in faculty with a 1:1 gender ratio, increasing women's representation in leadership roles to at least 45 percent within the next five years, and improving parity in non-teaching staff through gender-inclusive hiring and promotions.

We also recognize that structural support is essential to retaining and advancing women in academia and administration. To this end, we provide employee welfare programs such as campus childcare facilities, flexible working hours, and family leave policies.

Through this multifaceted and transparent approach, we are not only striving for gender equality on paper but actively cultivating a campus culture where equity is practiced, monitored, and embedded into every aspect of university life. Our commitment makes KLEF a leading institution in India that champions gender-inclusive excellence and innovation.

a. Demographic Data Collection on Application Forms

We collect data of number of students applied to KLEF and number of students admitted in KLEF and analyze the data academic year wise.

Example of an Application Form for the B. Tech. Admission:

<https://kluonline.edu.in/>

Online International Application form

Basic Details

Name/Email

Aasif/vhora(aasifv342@gmail.com)

Application No.

KL-OL-I-A2026-101462(Not Submitted)

Apply Start Date

22 Nov 2025 12:03 pm

Stage

1(24%)

Program and Applicant Details

Step 1 of 5

SAVE

Occupational Status *

Select

Referred by *

Select

Program Details

Course *

Select

Personal Details

Title *

Mr.

First Name *

Aasif/vhora

Middle Name

Appl

Last Name *

Vhora

Date of Birth *

04/05/2006

Gender *

Male

Email Address *

aasifv342@gmail.com

Mobile Number *

+91 8949025314

Nationality *

Select

Special Category

Select

Alternate Phone Number

+355 8949025314

Mother's Name *

Select Your Mother's Name

Location

Select 1

10 + 2 Group

Select

Example of an Admission Dashboard:



Application form for Regular Admission - 2026
Application No: KL-2600047



Personal Details					
Important application instructions for application form for Regular Admission - 2026	I AGREE				
Personal Details					
Name of the candidate	GARNEPUDI PUSHPANJALI	Date of Birth	01/01/2007	Gender	FEMALE
Nationality	INDIA	Category	GENERAL/OC	10+2 Group	OTHER (DIPLOMA)
10th ticket year	2ND YEAR HALL TICKET NUMBER	Parent/Guardian Name	SRINIVASARAO	ID Proof	AADHAAR NUMBER
After 1st year Hall ticket Number		Inter 2nd year Hall ticket Number	23030-CM-105	Pancard	
Aadhaar Number	384036331848	Ration Card		Driving Licence	
Passport Number		Inter College Name	AANM & VVRSR POLYTECHNIC	College studying (State)	AP

b. Use of Student Lifecycle / Admissions Systems

KLEF use a CRM (Meritto) specifically in their Admissions Office to record and monitor gender-based application, acceptance, and entry data.

Sample of female applicants registered on the admission portal

All Access Objects						
Q 2 2024 Gender analysis - Potential applicant visiting portal						
Search...	Date	Gender	Campus	Program	State	District
Q 1-2 Location UG Admitted per District		Male	Vijayawada	Counselling	Andhra Pradesh	Krishna
Q 1-2 Location UG Admitted per State		Female	Hyderabad	Counselling	Telangana	Nalgonda
Q 2-0 Media PG UG Leads per social media		Female	Vijayawada	Counselling	Tamil Nadu	Chennai
Q 2-1 Media PG Paid Application		Male	Vijayawada	Counselling	Kerala	Alappuzha
Q 2-1 Media UG Paid Application		Female	Vijayawada	Counselling	Telangana	Khammam
Q 2-2 Media PG Admitted		Male	Vijayawada	Counselling	Tamil Nadu	Chennai
Q 2-2 Media UG Admitted		Female	Hyderabad	Counselling	Kerala	Malappuram
Q 3-1 Education PG Paid Application		Female	Vijayawada	Counselling	Andhra Pradesh	Prakasam
Q 3-2 Education PG Admitted		Male	Vijayawada	Counselling	Telangana	Adilabad
Q 3-3 Education UG Specialization		Female	Vijayawada	Counselling	Tamil Nadu	Chennai
Q 3-4 Education PG Colleges		Male	Vijayawada	Counselling	Kerala	Kollam
Q 3-4 Education UG Colleges		Female	Vijayawada	Counselling	Andhra Pradesh	Guntur
Q 4-1 Leads analysis Total leads per program		Female	Vijayawada	Counselling	Andhra Pradesh	Nellore
		Male	Vijayawada	Counselling	Telangana	Karimnagar
		Female	Hyderabad	Counselling	Andhra Pradesh	Krishna
		Male	Hyderabad	Counselling	Telangana	Nalgonda
		Female	Hyderabad	Counselling	Andhra Pradesh	Prakasam
		Male	Hyderabad	Counselling	Karnataka	Bagalkot
		Female	Hyderabad	Counselling	Karnataka	Ballari
		Male	Hyderabad	Counselling	Karnataka	Ballari

a. Regular Data Analysis & Reporting

- Breaking down (segmenting) the data by gender across the admissions lifecycle: applications, offers, entries, continuation, graduation.

b. Institutional Policies & Governance Structures

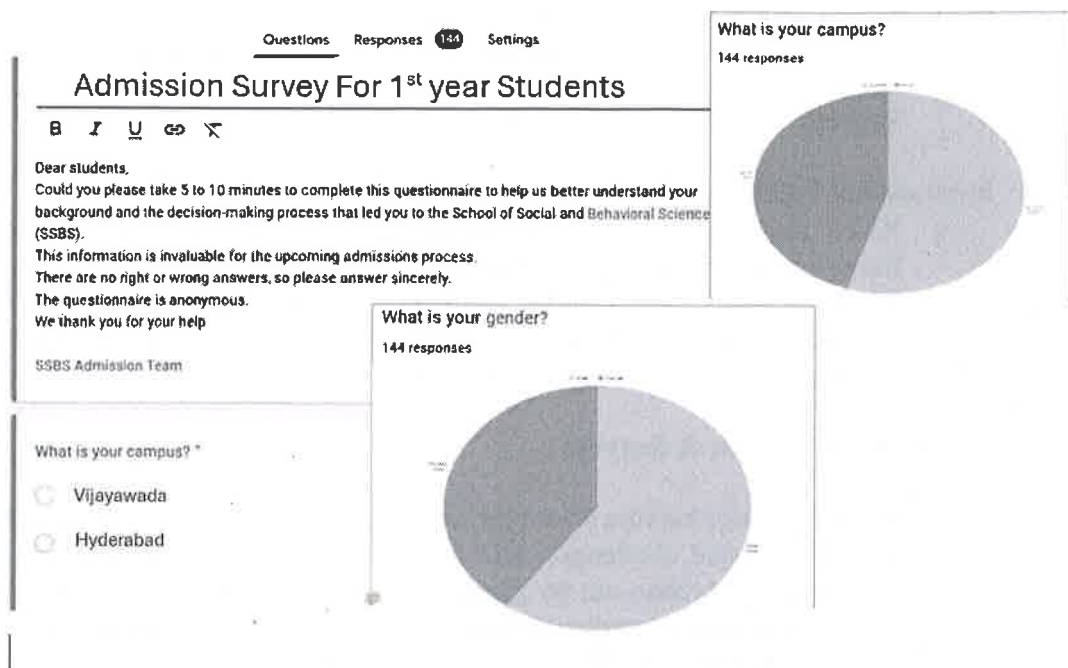
- KLEF Established dedicated gender-equity or “Women Access” policies that formalize the commitment to tracking and acting on admission data.
- KLEF conducts gender audits regularly. Conduct gender audits, KLEF regularly does gender audits, and then uses findings to draft a “gender action plan” to improve women’s applications and participation.

c. Qualitative Feedback & Surveys

- KLEF Conduct surveys first-year students to understand gender-specific barriers, motivations, and challenges. KLEF for instance, uses admission surveys among new students, broken out by gender, to gather insights and uses this feedback to refine recruitment, marketing, outreach, and support strategies. For example, if women report barriers around information, mentorship, or financing, the university can introduce targeted counseling, workshops, or peer-mentorship.

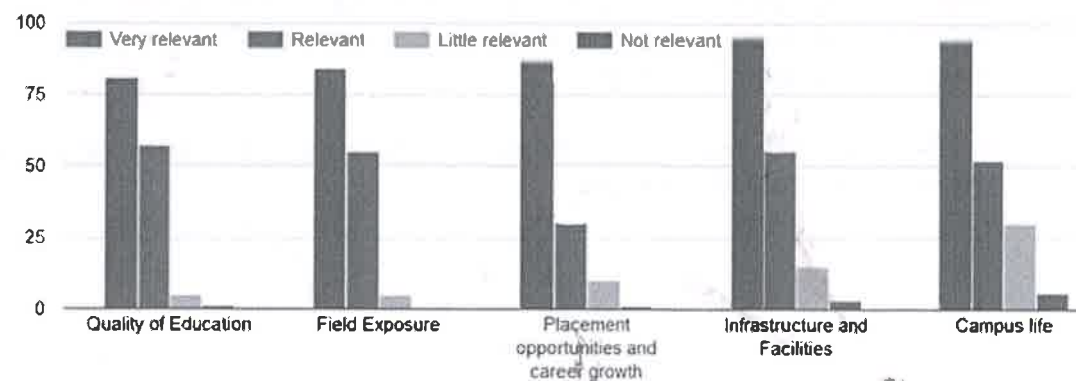
Surveys are an effective way to gather insights on factors influencing women’s access and enrollment decisions. Analysis can be done per cluster of gender to track the difference of behavior in the application process, understand what attracted them to the university and any challenges they faced during the admissions process. Their insights can help refine recruitment and support strategies.

In 2024, Freshman Engineering Department conducted an admission survey among first-year students across all campuses.



Those who had enrolled during the 2023–2024 admission cycle.

What made you Join KLEF?



Book1 - Excel					
File Home Insert Draw Page Layout Formulas Data Review View Automate Help Acrobat					
Clipboard Font Paragraph Alignment Numbers Conditional Formatting					
	A	B	C	D	E
1	Time stamp	Campus	Gender	Program	State
2	10/25/2025 13:16:18	Vijayawada	Male	B.Tech	Andhra Pradesh
3	10/25/2025 13:20:19	Hyderabad	Female	BBA	Telangana
4	10/25/2025 13:21:20	Vijayawada	Female	B.Tech	Tamilnadu
5	10/25/2025 13:21:21	Vijayawada	Male	BBA	Kerala
6	10/25/2025 13:22:22	Vijayawada	Female	B.Tec	
7	10/25/2025 13:23:23	Vijayawada	Male	BBA	
8	10/25/2025 13:24:24	Vijayawada	Female	BBA	
9	10/25/2025 13:25:25	Hyderabad	Female	BBA	Other relatives than my parents
10	10/25/2025 13:25:26	Vijayawada	Male	M.Tec	
11	10/25/2025 13:25:16	Vijayawada	Female	B.Tec	Social Media Facebook
12	10/25/2025 13:27:28	Vijayawada	Male	B.Tec	Google search
13	10/25/2025 13:28:29	Vijayawada	Female	M.Tec	Google search
14	10/25/2025 13:28:30	Vijayawada	Female	M.Tec	Google search
15	10/25/2025 13:29:31	Vijayawada	Male	Agri.B	Social Media - Instagram
16	10/25/2025 13:31:32	Hyderabad	Female	Agri.B	
17	10/25/2025 13:37:33	Hyderabad	Female	BBA	Google search
18	10/25/2025 13:39:34	Hyderabad	Male	Agri.B	
19	10/25/2025 13:42:35	Hyderabad	Female	Agri.B	Social Media - Google Ads
20	10/25/2025 13:145:36	Hyderabad	Male	M.Tec	Newspapers Advertisement (Hindu, Indian Express)

d. Targeted Outreach and Support Interventions

- Based on tracked data, KLEF has conducted *outreach programs* to encourage more female applicants: visits to women's schools, career-guidance sessions for prospective women students, mentorship networks.
- KLEF also introduced Single Girl child Quota in admissions.





Outreach Programs Conduct in various districts of Andhra Pradesh & Telangana during 2023-2024

Continuous Monitoring & Iterative Improvement

The data analyzed is submitted to Equal Opportunity Facilitation Cell (EOFC) for discussion on further improvements.

REGISTRAR

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